SECRET

CIA/DDO-HOUSE COMMITTEE ON ASSASSINATIONS RECORDS
(File Title)

CIA PERSONNEL FILES
(RECORD NAME)

REEL NO. 58

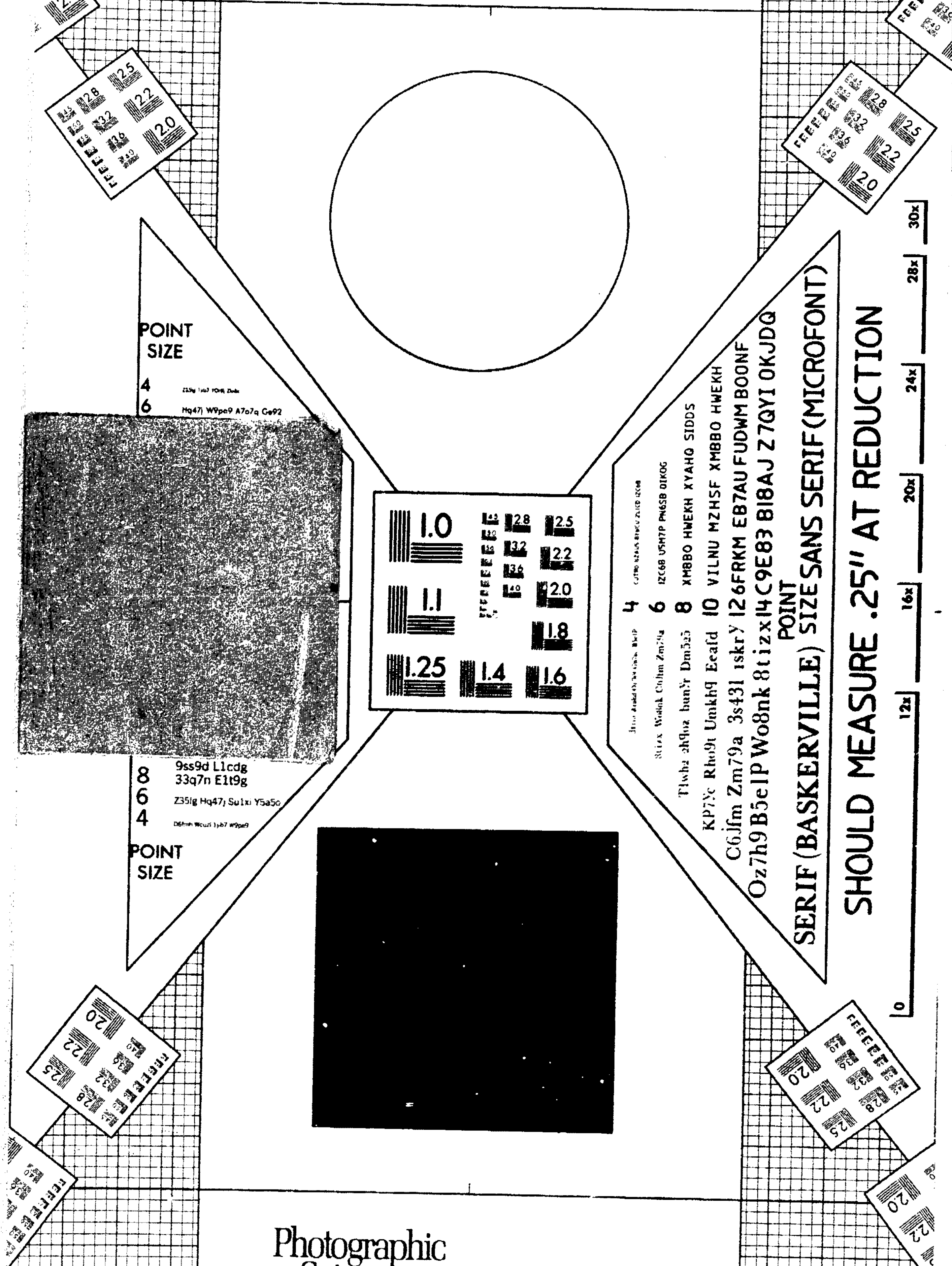
ENDS WITH KENT, WILLIAM M.

FILE CUSTODIAN JG

DATE FILMED 26 AUG. 1980

SECRET

IMAGE EVALUATION
TEST TARGET (MT-2)



FDT '59 JV

SECRET
CONFIDENTIAL
SECURITY INFORMATION
SECURITY APPROVAL

Date: 6 Dec. 1951

TO: Chief, Covert Personnel Division

Your Reference: L-2960

FROM: Chief, Security Division

Case Number: 57514

SUBJECT: KENT, William Morris

1. This is to advise you of security action in the subject case as indicated below:

[x] Security approval is granted the subject person for access to classified information.

[ ] Provisional clearance for full duty with CIA is granted under the provisions of Paragraph D of Regulation 10-9 which provides for a temporary appointment pending completion of full security investigation.

[ ] The Director of Central Intelligence has granted a provisional clearance for full duty with CIA under the provisions of Paragraph H of Regulation 10-9.

2. Unless the subject person enters on duty within 60 days fro[m] the above date, this [a]pproval becomes invalid.

3. Subject is to be polygraphed as part of the EOD procedures.

Mr. Dickmayer 12/10

C. V. BROADLEY

Jan. 13 9:00
3 Jan 52

JM

SECRET
CONFIDENTIAL

FORM NO. 38-101
JUL 1951

(5)

**SECRET**
SECURITY INFORMATION

TO : Chief, Communications DATE: 11 Jan. 1952

FROM : Chief, Security Division

SUBJECT: [illegible], William Morris 57514

In reply to your memorandum this is to advise that Subject meets the current requirements for cryptographic clearance and is approved for such duties as of this date.

C. V. BROADLEY

SED ✓

**SECRET**

SECRET

SECURITY INFORMATION

28 MAY 1952

TO : Chief, Personnel Division (Covert)

ATTENTION: Transactions and Records Branch

FROM : Chief, Special Security Division

SUBJECT : [redacted] (Pseudo)
#57514 OLIVER H. CORBUSTON

1. Reference is made to your memorandum, dated 14 May 1952, in which a covert security clearance was requested to enable the WH Division to utilize the Subject's services as an Intelligence Officer (Staff Agent), in Fort Amador, Canal Zone. Reference memorandum indicated that Subject will be used on Project HYPOTHESIS, under military cover.

2. In accordance with the provisions set forth in the Director's Memorandum of 14 February 1949, entitled "Security and Operational Clearances", a covert security clearance is granted for the covert use of the Subject as described in your request as set forth in Paragraph 1 above.

3. The Subject is not to represent himself as, nor is he to be represented as, an employee of CIA.

4. Your attention is called to the fact that a covert security clearance does not constitute complete compliance with the provisions of CIA Regulation 10-9. Therefore, if you should desire at a later date to change the status or use of this individual, a request for clearance to cover any proposed change should be submitted to this office.

5. This clearance becomes invalid in the event the Subject's services are not utilized within 60 days of the date of this memorandum.

FOR THE SECURITY OFFICER, CIA

Robert H. Cunningham Jr.
ROBERT H. CUNNINGHAM

SECRET

CONFIDENTIAL

SECURITY INFORMATION

# SECURITY APPROVAL

Date: 21 September 1955

TO: Chief, Records & Services Division
Personnel Office

Your Reference: C-1932 WH

FROM: Chief/ Security Division
Personnel

Case Number: 57514

SUBJECT: KENT, William Morris

1. This is to advise you of security action in the subject case as indicated below:

[X] Security approval is granted the subject person for access to classified information.

[ ] Provisional clearance for full duty with CIA is granted under the provisions of Paragraph D of Regulation 10-9 which provides for a temporary appointment pending completion of full security investigation.

[ ] The Director of Central Intelligence has granted a provisional clearance for full duty with CIA under the provisions of paragraph H of Regulation 10-9

2. Unless the subject person enters on duty within 60 days from the above date, this approval becomes invalid.

3. Subject is to be polygraphed as part of EOD procedures.

Ermal P. Geiss

Ermal P. Geiss

CONFIDENTIAL

FORM NO. 38-101
FEB 1952

(5)

**CONFIDENTIAL**
SECURITY INFORMATION

# SECURITY APPROVAL

Date: 2 October 1956

TO: Chief, Records & Services Division
Personnel Office

FROM: Chief, ~~Security Division~~ Personnel

SUBJECT: KENT, William Morris

Your Reference: C-6163 WH

Case Number: 57514

1. This is to advise you of security action in the subject case as indicated below:

[X] Security approval is granted the subject person for access to classified information.

[ ] Provisional clearance for full duty with CIA is granted under the provisions of Paragraph D of Regulation 10-9 which provides for a temporary appointment pending completion of full security investigation.

[ ] The Director of Central Intelligence has granted a provisional clearance for full duty with CIA under the provisions of paragraph H of Regulation 10-9.

2. Unless the subject person enters on duty within 60 days from the above date, this approval becomes invalid.

3.

Joe Kaye advised 10/5/56
[illegible]

W. M. Knott
W. M. Knott

**CONFIDENTIAL**

FORM NO. 38-101
FEB 1952

(5)

CONFIDENTIAL
*(When Filled In)*

## STAFF AGENT CLEARANCE

DATE : 30 June 1966

YOUR REFERENCE: 42055

CASE NO. : 57514

TO : Chief, Contract Personnel Division

ATTN. : Staff Agents Branch

SUBJECT : [redacted]

Kent, William M.

1. This is to advise that a security clearance is granted for the employment of the Subject as [redacted] GS-13, as Ops Officer by DDP/WH/JMPOPLAR at New Orleans, La. Operations Officer

2. If your office should desire at a later date to change the status or use of the Subject, a request to cover any proposed change should be submitted to this office.

3. Unless arrangements are made within 60 days for entrance on duty within 120 days, this Approval becomes invalid.

4. As a part of entrance on duty processing:

- [ ] A personal interview in the Office of Security must be arranged by your office.
- [x] XX A personal interview is not necessary.
- [ ]

Steven L. Kuhn

Steven L. Kuhn
CHIEF, PERSONNEL SECURITY DIVISION, OS

FORM 10.62 1989 CONFIDENTIAL (9.40)

CONFIDENTIAL
(When Filled In)

# SECURITY APPROVAL

DATE : 11 February 1970

YOUR REFERENCE: Request #73407 DDP/WH

CASE NO. : 57514

TO : Director of Personnel

ATTN : SA Branch/CPD

SUBJECT : KENT, William Morris

1. This is to inform you that Subject has been approved for the appointment specified in your request under the provisions of Headquarters Regulations 10-3 and 20-5 including access to classified information through TOP SECRET as required in the performance of duties.

2. Unless arrangements are made for entrance on duty within 150 days, this approval becomes invalid.

3. As part of the entrance on duty processing:

[ ] A personal interview in the Office of Security must be arranged.

[XX] A personal interview is not necessary.

[ ] Please advise Chief, Clearance Branch, extension 5620 when Subject enters on duty.

4. Conversion from Staff Agent to Staff Employee.

FOR THE DIRECTOR OF SECURITY:

for Chief, Personnel Security Division

FORM 3-66 1173 OBSOLETE PREVIOUS EDITIONS

CONFIDENTIAL

GROUP 1
Excluded from automatic downgrading and declassification

(5)

Latin American Institute 900 Park Avenue N.Y.C.-N.Y.

## LANGUAGE SCHOOL

| SUBJECT | | No. of Weeks | Grade |
|---|---|---|---|
| **SPANISH** | | | |
| Grammar 1 | 2/49 | 16 | 92/92 |
| Grammar 2 | 5/49 | 16 | 92/91 |
| Grammar III | 5/50 | 16 | [illegible] |
| Conversation 3 | 5/49 | 16 | 92/90 |
| Conversation I | 2/49 | 16 | 85/86 |
| Conversation 4 | 2/50 | 16 | 96/98 |
| SP. Commercial Correspondence 1. | 2/50 | 16 | 89/98 |
| Diplomatic Correspondence | | | |
| SP. Word Study and Spelling | 5/50 | 16 | 95/97 |
| Translation Technique 2 | 5/50 | 16 | 85/90 |
| Technique of Interpreting | | | |
| Bibliographic Research | | | |
| Cultural Background of Latin America | | | |
| Contemporary Latin American Thought | | | |
| Hispano-American Painting | | | |
| **SPANISH JOURNALISM** | | | |
| Style and Structure | | | |
| Foreign Reporting | | | |
| Script Writing and Translation | | | |
| Advertising Copy Writing | | | |
| Advertising Promotion | | | |
| **PORTUGUESE** | | | |
| Grammar 1 | | | |
| Grammar 2 | | | |
| Grammar 3 | | | |
| Conversation 1 | | | |
| Conversation 2 | | | |
| Conversation 3 | | | |
| Commercial Correspondence | | | |
| Diplomatic Correspondence | | | |
| Word Study and Spelling | | | |
| Translation Technique | | | |
| Technique of Interpreting | | | |
| Bibliographic Research | | | |
| **GERMAN** | | | |
| Grammar | | | |
| Conversation | | | |
| Commercial | | | |

| SUBJECT | | No. of Weeks | Grade |
|---|---|---|---|
| **FRENCH** | | | |
| Basic | | | |
| Elementary | | | |
| Intermediate | | | |
| Advanced | | | |
| Commercial Correspondence | | | |
| **ENGLISH** | | | |
| Advanced English | 2/49 | 16 | 97/82 |
| Research Writing | 5/49 | 16 | 88/90 |
| English for Foreigners | | | |
| Business Economy | 5/50 | 16 | 97/95 |
| Diplomatic Correspondence | 2/50 | 16 | 85/100 |
| Writing for Publication | 2/50 | 16 | 99/95 |

## DIPLOMATIC & ADMINISTRATION SCHOOL

| SUBJECT | | No. of Weeks | Grade |
|---|---|---|---|
| Money & Banking | 5/49 | 16 | 55/52 |
| Economics | 2/49 | 16 | 83/88 |
| Finance | | | |
| Econ. & Pol. Geography | 5/49 | 16 | 90/88 |
| International Relations | | | |
| World Problems | | | |
| Latin American History | | | |
| American History I | 2/49 | 16 | 58/52 |
| European History | 5/49 | 16 | 98/88 |
| Far Eastern History | | | |
| W[illegible] | | | |
| [illegible] History of [illegible] | 5/50 | 16 | 80/83 |
| Economic Resources of U. S. | | | |
| Admiralty Law | | | |
| International Comm. Law | 5/50 | 16 | 83/87 |
| Technique of Taking Exams | | | |
| Personnel Management | | | |
| Psychology | 5/50 | 16 | 84/87 |
| Sociology | 5/50 | 16 | 86/88 |
| Personality Ch. I | 2/49 | 16 | -/90 |
| Advertising Princip. | 5/50 | 16 | 8/90 |
| Public Relations Princip. | 5/50 | 16 | 95/92 |
| Merchandising | | | |
| Diplomatic Etiquette | | | |
| Am. Hist. I | 2/49 | 16 | 80/88 |
| Cont. Civiliz. | 2/49 | 16 | 85/82 |
| Editing | 2/50 | 16 | 85/95 |
| Coml. Sp. II | 5/50 | 16 | 86/87 |
| Pers. Devel. II | 5/50 | 16 | 91/90 |

## BUSINESS SCHOOL

| SUBJECT | | No. of Weeks | Grade |
|---|---|---|---|
| **STENOGRAPHY (Gregg-Pittman)** | | | |
| ~~English I~~ | ~~5/49~~ | ~~16~~ | ~~90/33~~ |
| Spanish | | | |
| French | | | |
| Portuguese | | | |
| Dictation & Transcription | | | |
| English French | | | |
| Spanish Portuguese | | | |
| **TYPEWRITING** | | | |
| English I English II | 5/49 | 16 | [illegible]/88 |
| English III | 2/49 | 16 | 87/85 |
| Spanish | | | |
| French | | | |
| Portuguese | | | |
| **COMMERCIAL SUBJECTS** | | | |
| Bookkeeping | 5/50 | 16 | 80/54 |
| Secretarial Accounting | | | |
| Principles of Accounting | | | |
| Cost Accounting | | | |
| Accounting for Executives | | | |
| Business Machines | | | |
| Business Mathematics ~~Statistics~~ | 2/50 | 16 | 70/95 |
| Business Etiquette | | | |
| Business Law | 2/49 | 16 | 84/85 |
| **EXPORT** | | | |
| Export Consular Documents | | | |
| Accounting for Export | | | |
| Credits & Collections | | | |
| Export Transportation | | | |
| Market Analysis | | | |
| Export Practice & Procedure | 2/50 | 16 | 96/[illegible] |
| Air Freight Traffic | | | |
| Foreign Trade I | | | |
| Foreign Trade II | | | |
| ~~Labor Relations II~~ | ~~5/49~~ | ~~16~~ | ~~85/82~~ |

Exc from CC II by Dr. Angel

## ATTENDANCE RECORD

| | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| Days Absent | | | | | | | | |
| Times Tardy | | | | | | | | |

KENT, WILLIAM

U.S. Embassy
San Salvador, El Salvador

CLASSIFICATION

# FITNESS REPORT

## SECTION A — GENERAL INFORMATION

| 1. EMPLOYEE NUMBER | 2. NAME (Last, first, middle) | 3. DATE OF BIRTH | 4. SEX | 5. GRADE | 6. SD |
|---|---|---|---|---|---|
| 059198 | Kent, William M. | 9 May 29 | M | GS-14 | D |

| 7. OFFICIAL POSITION TITLE | 8. OFF/DIV/BR OF ASSIGNMENT | 9. CURRENT STATION | 10. CODE (ck one) HQS. | DF |
|---|---|---|---|---|
| Ops Officer | DDO/PS/CMG/NOC | Washington | x | |

11. TYPE OF APPOINTMENT

| | CAREER | | RESERVE | | CONTRACT | OTHER (Spec.) | | TEMPORARY |
|---|---|---|---|---|---|---|---|---|
| x | | | | | | | | |

12. TYPE OF REPORT

| | ANNUAL | | REASSIGNMENT | | SPECIAL |
|---|---|---|---|---|---|
| x | | | | | |

| 13. REPORTING PERIOD (from-to-) | 14. DATE REPORT DUE IN O.P. |
|---|---|
| 1 January 75 - 31 October 75 | 30 November 75 |

## SECTION B — QUALIFICATIONS UPDATE

IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT. No

## SECTION C — PERFORMANCE EVALUATION

U—Unsatisfactory — Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section D.

M—Marginal — Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.

P—Proficient — Performance is satisfactory. Desired results are being produced in the manner expected.

S—Strong — Performance is characterized by exceptional proficiency.

O—Outstanding — Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

### SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

| Specific Duty | Rating Letter |
|---|---|
| SPECIFIC DUTY NO. 1 Under the general guidance of Branch management, develops and implements a centralized system for finding suitable NOC personnel to fill specific vacancies; devises and implements procedures for identifying suitable NOC positions for unassigned NOC personnel | O |
| SPECIFIC DUTY NO. 2 Maintains effective working relationships with various elements of the DDA such as Office of Personnel, Office of Medical Services, Office of Security and DDO's operating divisions concerning placement and assignment of personnel for NOC duties | O |
| SPECIFIC DUTY NO. 3 As Chief of the Branch's Personnel Resources and Requirements Section, establishes and maintains liaison with the respective CIA components to develop data on nationality, background, education, language skills, professional specialties available to the Branch as aids to systematic NOC personnel searches and surveys | S |
| SPECIFIC DUTY NO. 4 Serves as Branch area referent for LA and AF Divisions. Monitors and reviews assignments, effectiveness, and problems of NOC officers in LA and AF Divisions. Recommends as appropriate concurrence or corrective actions in conformity with DO objectives and standards | S |
| SPECIFIC DUTY NO. 5 | |
| SPECIFIC DUTY NO. 6 | |

### OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.

RATING LETTER: O

FORM 9-73 45 OBSOLETE PREVIOUS EDITIONS

CLASSIFICATION

E2, IMPDET CL BY 067327

(4)

COMMENTS OF REVIEWING OFFICIAL (contd) William M. Kent

Clandestine Service, one of my prime responsibilities is to try to reestablish the integrity of the current letter evaluations used in fitness reports and one of the first places for me to start is in my own Staff.

With that said, I do wish to underscore the fact that Mr. Kent is a responsible and responsive professional who knows what he has to do, does it with a minimum of fuss, writes clearly and to the point, is dedicated and in my judgment fully warrants an overall evaluation of strong. The above comments will be shown to the rater as well as the ratee.

SECTION D Narrative Comments (Continued)

languages (Spanish and Italian), and his admirable command of English prose which enables him to write crisp operational communications with speed and precision, all aid him in carrying out his responsibilities in a superior manner.

Subject does not become a victim of routine. In addition to developing the effective referrals system noted above, he has also on his own initiative created our own "skills bank" in which we are able to locate suitable NOC candidates, and those on board, in terms of needed professional or area experience, rare and esoteric language skills, etc. to the point that we can supply "leads" to divisions in a matter of minutes. (Several hundred NOC applicants and on-board personnel have thus been listed by skills bank criteria.)

Subject constantly seeks to make the NOC Branch a more meaningful and useful management tool. I find him a thoughtful and canny colleague, careful to observe in full the regulatory limits of our activity but quick to perceive opportunities to support and assist the divisions within those limits. He is a firm, fair, no-nonsense supervisor of Branch personnel. He speaks his mind, honestly but tactfully, when differences occur between him and me. It is my conviction that he is ready to enter into the upper reaches of staff and supervisory echelons of the Directorate and has by now proven that he is as adept at staff responsibilities as he was previously impressive in his field and desk operational responsibilities. In short, a comer and a cherished colleague.

CLASSIFICATION

SECTION D — NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section C to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section D, attach a separate sheet of paper.

In February 1976, following the emergency hospitalization and retirement of my deputy, Subject became my new deputy, a position he has filled since that time in addition to performing most of the assignments he had been tasked with earlier. His undiminished energy and enthusiasm for his work is a hall-mark of his performance since that time. Subject has, on his own initiative, developed our referrals system (finding new NOC applicants and those on board for filling specific area priority needs) to a point where it is serving the entire Directorate with distinction and precision, especially in the "crisis" areas of NOC needs, such as Africa and Near East Divisions. Thanks to his creation of an orchestrated system of finding and "shopping" new-hire applicants with rare skills, we have also begun to serve the newly-created Clandestine Corps program with dozens of such applicants, in addition to serving normal area division NOC needs.

As a Branch supervisor, Subject deals with the entire spectrum of Branch activity in my absence with sureness and confidence. His broad operational background abroad, his near-native ability in two

/continued/

SECTION E — CERTIFICATION AND COMMENTS

1. BY SUPERVISOR

| MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION | IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION | |
|---|---|---|
| 14 | | |
| **DATE** | **OFFICIAL TITLE OF SUPERVISOR** | **TYPED OR PRINTED NAME AND SIGNATURE** |
| 24 January 1977 | Chief, NOC Branch | Harris Greene (signed) |

2. BY EMPLOYEE

| STATEMENT CONCERNING THIS EVALUATION OF MY PERFORMANCE | DATE | SIGNATURE OF EMPLOYEE |
|---|---|---|
| HAVE ATTACHED / X HAVE NOT ATTACHED | | William M. Kent (signed) |

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

I became C/CMS on 1 October 1976 and thus my comments must be restricted to the October-December 1976 time frame. I have no basic disagreement with the narrative comments but do challenge the letter evaluations. While Mr. Kent's performance has been strong and he has amply demonstrated he is a GS-15 level officer capable of assuming greater responsibilities, I cannot concur that his performance "is so exceptional to requirements of the work and in comparison of others doing similar work as to warrant special recognition". On purely technical grounds there is no other officer serving as DC/CMS/NOC and thus the comparison is invalid. Secondly, as Chief, Career Management Staff and administrator of the

(contd)

| DATE | OFFICIAL TITLE OF REVIEWING OFFICIAL | TYPED OR PRINTED NAME AND SIGNATURE |
|---|---|---|
| 26 January 1977 | Chief, CMS | Robert D. Brown, Jr. (signed) |

4. BY EMPLOYEE

| I CERTIFY THAT I HAVE SEEN THE ENTRIES IN ALL SECTIONS OF THIS REPORT. | DATE | SIGNATURE OF EMPLOYEE |
|---|---|---|
| | | William M. Kent (signed) |

CLASSIFICATION

# FITNESS REPORT

## SECTION A — GENERAL INFORMATION

| 1. EMPLOYEE NUMBER | 2. NAME (Last, first, middle) | 3. DATE OF BIRTH | 4. SEX | 5. GRADE | 6. SD |
|---|---|---|---|---|---|
| 059198 | Kent, William M. | 05/09/29 | M | GS-15 | DYB |

| 7. OFFICIAL POSITION TITLE | 8. OFF/DIV/BR OF ASSIGNMENT | 9. CURRENT STATION | 10. CODE (ck one) HQS. | DF |
|---|---|---|---|---|
| Ops Officer - Deputy Chief | DDO/CMS/NOC | Hqs | x | |

11. TYPE OF APPOINTMENT

| CAREER | RESERVE | CONTRACT | OTHER (Spec.) | TEMPORARY |
|---|---|---|---|---|
| x | | | | |

12. TYPE OF REPORT

| ANNUAL | REASSIGNMENT | SPECIAL |
|---|---|---|
| x | | |

| 13. REPORTING PERIOD (from-to-) | 14. DATE REPORT DUE IN O.P. |
|---|---|
| 1 November 1975 - 31 December 1976 | 31 January 1977 |

## SECTION B — QUALIFICATIONS UPDATE

IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT. **No**

## SECTION C — PERFORMANCE EVALUATION

- U—Unsatisfactory: Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section D.
- M—Marginal: Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.
- P—Proficient: Performance is satisfactory. Desired results are being produced in the manner expected.
- S—Strong: Performance is characterized by exceptional proficiency.
- O—Outstanding: Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

### SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

| Specific Duty | Rating Letter |
|---|---|
| SPECIFIC DUTY NO. 1: As head of the Branch's Referral Section, develops and implements a centralized system for locating suitable new-hire NOC personnel to fill specific NOC needs by area divisions; also does the same for unassigned NOC personnel as coordinator between area divisions. | O |
| SPECIFIC DUTY NO. 2: As deputy to Chief, CMS/NOC, serves as latter's alter ego in absence of branch chief, and as his principal adviser in all matters concerning nonofficial cover in which the Branch is involved. | S |
| SPECIFIC DUTY NO. 3: Maintains effective working relationship with various Agency components including Office of Personnel, Office of Medical Services, Office of Security, etc., as well as serving as Branch senior officer in dealing with Central Cover Staff, concerning placement, assignment and appropriate cover for personnel under non-official cover. | O |
| SPECIFIC DUTY NO. 4: In charge of our Branch data bank on availability of NOC personnel and applicants by nationality, language skills, professional skills and specialties, foreign area experience etc. | O |
| SPECIFIC DUTY NO. 5 | |
| SPECIFIC DUTY NO. 6 | |

### OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.

RATING LETTER

FORM 9-73 45 OBSOLETE PREVIOUS EDITIONS



E2, IMPDET CL BY 007327

SECRET

18 May 1977

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: Mr. William M. Kent, Period: 1 January - 20 May 1977

1. As I depart from the assignment as Chief, Non-official Cover Branch, Career Management Staff, I should like to make a final comment on the performance of Mr. Kent who has served with me during the entire period of my assignment and who, since March 1976, has been my deputy. More specifically, the period since 1 January 1977 has been a trying one for this component and has culminated with its sudden transfer from one component (CMS) to another (ADDO/D).

2. During this most recent period, Mr. Kent has demonstrated his capacity for growth and leadership. He has himself handled virtually all of the transition aspects for the Branch, involving briefings and counsel for his new overall chief (the ADDO/D) and for his new branch chief. He has served in the past 30 days substantially as acting branch chief, given my fairly lengthy TDY absence abroad during that period. I can only reiterate my judgment in the last fitness report that Kent is a senior and mature supervisory officer, very well organized in his work habits and capable of making measured judgments and decisions. His continuity in all aspects of nonofficial cover and its ramifications makes him a valued and valuable staff officer. I would say his future contribution lies in the entire area of managing and guiding Directorate personnel. I have noted the clear progress he has made in the past year in taking supervisory decisions involving personnel, firmly and crisply.

3. Given his impressive field and Headquarters experience, Kent should be given an opportunity to display his worth in future Directorate assignments involving discretion, professionalism and maturity. I give him an unquestioned "Strong" for this final period he has served with me.

Harris Greene

Harris Greene
Chief
Nonofficial Cover Branch

SECRET

SECTION D

## NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section C to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section D, attach a separate sheet of paper.

SECTION E

## CERTIFICATION AND COMMENTS

### 1. BY SUPERVISOR

| MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION | IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION | |
|---|---|---|
| DATE<br>18 May 1977 | OFFICIAL TITLE OF SUPERVISOR | TYPED OR PRINTED NAME AND SIGNATURE |

### 2. BY EMPLOYEE

| STATEMENT CONCERNING THIS EVALUATION OF MY PERFORMANCE | DATE | SIGNATURE OF EMPLOYEE |
|---|---|---|
| HAVE ATTACHED [ ] ✓ HAVE NOT ATTACHED | 18 May 1977 | William M. Kent |

### 3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

I am in basic agreement with these comments and with the overall rating of Strong. Unfortunately, due to the physical separation of my office and that where Mr. Kent labors, I find it difficult to provide meaningful substantive comments. I have served as C/CMS only since 1 October 1976 and, while individual branches within CMS are widely dispersed, I have been lucky in having each managed and run by a senior experienced officer of supergrade rank. This was true in CMS/NOC and I am more than willing to accept C/CMS/NOC's evaluation of Mr. Kent. In my own dealings with Kent, I have found him to be responsive, informed, articulate and an excellent team player. I am also aware of certain innovations developed by him and implemented within CMS/NOC which have benefically contributed to the Directorate's NOC program. A good, solid officer with additional growth potential.

| DATE | OFFICIAL TITLE OF REVIEWING OFFICIAL | TYPED OR PRINTED NAME AND SIGNATURE |
|---|---|---|
| 31 May 77 | Chief, CMS | Robert D. Brown, Jr. |

### 4. BY EMPLOYEE

| I CERTIFY THAT I HAVE SEEN THE ENTRIES IN ALL SECTIONS OF THIS REPORT. | DATE | SIGNATURE OF EMPLOYEE |
|---|---|---|
| | 1 June 1977 | William M. Kent |

CLASSIFICATION

SECRET

# FITNESS REPORT

## SECTION A — GENERAL INFORMATION

| 1. EMPLOYEE NUMBER | 2. NAME (Last, first, middle) | 3. DATE OF BIRTH | 4. SEX | 5. GRADE | 6. SD |
|---|---|---|---|---|---|
| 059198 | Kent, William M. | 05/09/29 | M | GS-15 | DYB |

| 7. OFFICIAL POSITION TITLE | 8. OFF/DIV/BR OF ASSIGNMENT | 9. CURRENT STATION | 10. CODE (ck one) |
|---|---|---|---|
| Ops Officer - Deputy Chief | DDO/CMS/NOC | Hqs | X HQS. ☐ DF |

**11. TYPE OF APPOINTMENT**

| | | | | | |
|---|---|---|---|---|---|
| X CAREER | RESERVE | CONTRACT | OTHER (Spec.) | TEMPORARY | |

**12. TYPE OF REPORT**

| | | |
|---|---|---|
| ANNUAL | REASSIGNMENT | X SPECIAL |

| 13. REPORTING PERIOD (from-to-) | 14. DATE REPORT DUE IN O.P. |
|---|---|
| 1 Jan 77 - 20 May 77 | |

## SECTION B — QUALIFICATIONS UPDATE

IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT. **No**

## SECTION C — PERFORMANCE EVALUATION

- U—Unsatisfactory: Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section D.
- M—Marginal: Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.
- P—Proficient: Performance is satisfactory. Desired results are being produced in the manner expected.
- S—Strong: Performance is characterized by exceptional proficiency.
- O—Outstanding: Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

### SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

| SPECIFIC DUTY | RATING LETTER |
|---|---|
| SPECIFIC DUTY NO. 1: SEE MEMORANDUM IN LIEU OF FITNESS REPORT (ATTACHED) | |
| SPECIFIC DUTY NO. 2 | |
| SPECIFIC DUTY NO. 3 | |
| SPECIFIC DUTY NO. 4 | |
| SPECIFIC DUTY NO. 5 | |
| SPECIFIC DUTY NO. 6 | |

### OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.

RATING LETTER: 55

FORM 9-73 45 OBSOLETE PREVIOUS EDITIONS

CLASSIFICATION SECRET

E2, IMPDET CL BY 007327

(4)

Section D (continued)

healthy skepticism enables him to contribute materially to the smooth, still on-going, transition from the old to the new way. In this context he has made invaluable suggestions on how we shall proceed in order to improve the operational efficacy of a NOC officer, as well as to ease the burdens imposed on the private life of a NOC officer.

3. Worthy of special note is the systematic and orderly fashion in which he tackled each new problem. These attributes resulted in his solving many of the thorny personnel problems which have confronted us of late. Mr. Kent's industriousness -- on the average he spends 10 hours a day in the office -- together with his legendary meticulousness have enabled him to set up an effective referral system through which we control the flow-through of both traditional and new NOC officers -- a most difficult and at times frustrating task.

4. As a deputy and acting branch chief he has been a firm and stern supervisor who exacts precision and perfection from his subordinates. The firmness and sterness, however, are tempered by a judicious application of human understanding or compassion in cases of "hard-to-place" NOC officers. His advice in solving many of these cases to the satisfaction of both the officer and the operational component involved was most welcome.

5. In sum, Mr. Kent has been a most effective deputy. As noted above, he has many outstanding traits and his overall performance has been a solid strong.

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section C to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section D, attach a separate sheet of paper.

1. Having been appointed to my present position on 23 May 1977, this report covers seven months. In this time I have learned to appreciate Mr. Kent's excellent performance in supporting and guiding the mission of this branch. Considering the outstanding evaluation he received from my predecessor, it must have been a great disappointment to Mr. Kent that he was not advanced to become branch chief. I make this observation because Mr. Kent has never demonstrated his obvious disappointment to me. On the contrary, from the first moment he has shown extraordinary and enthusiastic willingness in providing the needed continuity to run this branch which controls the career progression of the NOC officer complement consisting of between 275 and 300 officers at any given time. No doubt the reader is aware of the intricate, complicated and at times confusing bureaucratic machinery which governs the NOC officer program. Mr. Kent has done a superb job in helping me understand and cope with this maze.

2. With the creation of the Office of External Development and concomitant issuance of new, precise and explicit regulations we now hope to streamline and simplify this bureaucratic machinery. Mr. Kent's knowledge of past practices coupled with his eagerness and at times

**SECTION E** — **CERTIFICATION AND COMMENTS**

**1. BY SUPERVISOR**

| MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION | IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION | |
|---|---|---|
| 7 | Fitness Report ... O___ S 2 P___ | |
| **DATE** | **OFFICIAL TITLE OF SUPERVISOR** | **TYPED OR PRINTED NAME AND SIGNATURE** |
| 28 December 1977 | Chief, OED/NOC Staff | Gerard J. Hahn *Hahn* |

**2. BY EMPLOYEE**

| STATEMENT CONCERNING THIS EVALUATION OF MY PERFORMANCE | DATE | SIGNATURE OF EMPLOYEE |
|---|---|---|
| HAVE ATTACHED ☐ ✓ HAVE NOT ATTACHED | 28 Dec. 1977 | *William M. Kent* |

**3. BY REVIEWING OFFICIAL**

COMMENTS OF REVIEWING OFFICIAL

I have not had the opportunity to observe Mr. Kent's performance as closely as the rating officer. However, the rater's comments strike me as being eminently fair and accurate. Mr. Kent has certainly performed well and his thorough and accurate presentations have indeed been impressive. Despite my somewhat limited association with Mr. Kent, but having full confidence in the rating officer's judgment, I have no hesitation in concurring in the overall rating of Strong.

| DATE | OFFICIAL TITLE OF REVIEWING OFFICIAL | TYPED OR PRINTED NAME AND SIGNATURE |
|---|---|---|
| 29 December 1977 | Chief, OED | Walter L. O'Brien *WL O'Brien* |

**4. BY EMPLOYEE**

| I CERTIFY THAT I HAVE SEEN THE ENTRIES IN ALL SECTIONS OF THIS REPORT. | DATE | SIGNATURE OF EMPLOYEE |
|---|---|---|
| | 3 January 1978 | *William M. Kent* |

CLASSIFICATION
CONFIDENTIAL

Sec. 1e – C' ldren's Passport

Sec. 13. – Obtained diploma from Pittsburg H.S. while in the Army through series of examinations given by the School

Sec. 14 – Draft Classification: 4A (Draft-exempt at present)
Duties in 25th Mecz. Cav. Rcn. Trp.: Military Policeman and voice radio operator M.P. Radio Station.
Received special M.P. training immediately after assignment to 25th Mecz. Cav. Rcn. Trp.

Sec. 20 – Names in this section are of neighbors. I personally do not know these people except by sight. They do however know my parents a little better.

Sec. 21. d – Credit references given in this section are of my father. As I have no charge accounts nor am I in business I have no credit references in the U.S.

Sec. 23 – While living in Italy traveled with parents to: Germany, France, Belgium, Luxembourg, Switzerland, Austria.

While employed in El Salvador: visited Guatemala – April 1951 – 10 days

On way home (driving) from El Salvador traveled through: Guatemala, Mexico.

Sec. 18-19 – The following persons are persons who know me intimately as we lived in the same boarding house in El Salvador. They are all with the American Embassy in San Salvador with the exception of Sgt. Krebel:

Mr. James N. Leaken,
Miss Johanna C. Gaffney,
Sgt. Irwin Ast, U.S.M.C.
Sgt. Wilmer Krebel, U.S.A.
Miss Elizabeth Hunter

also: Mrs. & Mrs. Robert Pittman
Tabacalera Morazan
San Salvador, El Salvador

Mr. William Wieland
U.S. Embassy
San Salvador, El Salvador

(over please)

F. IF, TO YOUR KNOWLEDGE, ANY OF THE ABOVE HAS CONDUCTED AN INVESTIGATION OF YOU, INDICATE BELOW THE NAME OF THAT AGENCY AND THE APPROXIMATE DATE OF THE INVESTIGATION:

NA

SEC. 26. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY:

NAME Paul Kent RELATIONSHIP Father

ADDRESS 2448 Washington Ave. (St. and Number) N.Y.C. 58, (City) N.Y. (State) U.S.A (Country)

SEC. 27. YOU ARE INFORMED THAT THE CORRECTNESS OF ALL STATEMENTS MADE HEREIN WILL BE INVESTIGATED.

ARE THERE ANY UNFAVORABLE INCIDENTS IN YOUR LIFE NOT MENTIONED ABOVE WHICH MAY BE DISCOVERED IN SUBSEQUENT INVESTIGATION, WHETHER YOU WERE DIRECTLY INVOLVED OR NOT, WHICH MIGHT REQUIRE EXPLANATION? IF SO, DESCRIBE. IF NOT, ANSWER "NO."

No

SEC. 28. I CERTIFY THAT THE FOREGOING ANSWERS ARE TRUE AND CORRECT TO THE BEST OF MY KNOWLEDGE AND BELIEF, AND I AGREE THAT ANY MISSTATEMENT OR OMISSION AS TO A MATERIAL FACT WILL CONSTITUTE GROUNDS FOR IMMEDIATE DISMISSAL OR REJECTION OF MY APPLICATION.

SIGNED AT New York City (City and State) DATE July 16, 1951

Paul Kent (Witness) William M. Kent (Signature of Applicant)

USE THE FOLLOWING PAGES FOR EXTRA DETAILS. NUMBER ACCORDING TO THE NUMBER OF THE QUESTION TO WHICH THEY RELATE. SIGN YOUR NAME AT THE END OF THE ADDED MATERIAL. IF ADDITIONAL SPACE IS REQUIRED USE EXTRA PAGES THE SAME SIZE AS THESE AND SIGN EACH SUCH PAGE.

4. (Name and Chapter) (St. and Number) (City) (State) (Country)

DATES OF MEMBERSHIP:

5. (Name and Chapter) (St. and Number) (City) (State) (Country)

DATES OF MEMBERSHIP:

6. (Name and Chapter) (St. and Number) (City) (State) (Country)

DATES OF MEMBERSHIP:

7. (Name and Chapter) (St. and Number) (City) (State) (Country)

DATES OF MEMBERSHIP:

SEC. 25. MISCELLANEOUS

A. DO YOU ADVOCATE OR HAVE YOU EVER ADVOCATED; OR ARE YOU NOW OR HAVE YOU EVER BEEN A MEMBER OF, OR HAVE YOU SUPPORTED, ANY POLITICAL PARTY OR ORGANIZATION WHICH ADVOCATES THE OVERTHROW OF OUR CONSTITUTIONAL FORM OF GOVERNMENT IN THE UNITED STATES? No

IF "YES," EXPLAIN:

B. DO YOU USE, OR HAVE YOU USED, INTOXICANTS? IF SO, TO WHAT EXTENT?

C. HAVE YOU EVER BEEN ARRESTED, INDICTED OR CONVICTED FOR ANY VIOLATION OF LAW OTHER THAN A MINOR TRAFFIC VIOLATION? IF SO, STATE NAME OF COURT, CITY, STATE, COUNTRY, NATURE OF OFFENSE AND DISPOSITION OF CASE:

No

D. HAVE YOU EVER BEEN COURT-MARTIALED WHILE A MEMBER OF THE ARMED FORCES? IF ANSWER IS "YES," GIVE DETAILS BELOW:

No

E. LIST BELOW THE NAMES OF GOVERNMENT DEPARTMENTS, AGENCIES OR OFFICES TO WHICH YOU HAVE APPLIED FOR EMPLOYMENT SINCE 1940:

(None) NA

C. HAVE YOU EVER BEEN IN, OR PETITIONED FOR BANKRUPTCY? No
GIVE PARTICULARS, INCLUDING COURT: NA

D. GIVE THREE CREDIT REFERENCES—IN THE U. S.

1. NAME Wallerstein and Schwartz ADDRESS 17 W. 36 Street (St. and Number) N.Y.C. 1 (City) N.Y. (State)
2. NAME S. Goldner ADDRESS 15 E. First St. (St. and Number) N.Y.C. 3 (City) N.Y. (State)
3. NAME M. Evers & Son ADDRESS 678 Courtland Ave. (St. and Number) N.Y.C. 51 (City) N.Y. (State)

SEC. 22. RESIDENCES FOR THE PAST 15 YEARS

| From | To | St. and number | City | State | Country |
|---|---|---|---|---|---|
| July 1951 | Present | 2448 Washington Ave. | N.Y.C. 58 | N.Y. | U.S.A. |
| Aug. 1950 | July 1951 | Casa Clark | San Salvador | | El Salvador |
| March 1944 | Aug. 1950 | 2448 Washington Ave. | N.Y.C. | N.Y. | U.S.A. |
| Sept. 1939 | March 1944 | 1910 Washington Ave. | N.Y.C | N.Y. | U.S.A. |
| June 1939 | Sept. 1939 | Myers Cottages | Pine Hill | N.Y. | U.S.A. |
| April 1939 | June 1939 | 220 W. 78 St. | N.Y.C | N.Y | Italy |
| 1935 | Sept. 1938 | Viale Romagna 157 | Milan | | Italy |
| | | | | | |

SEC. 23. RESIDENCE OR TRAVEL OUTSIDE OF THE UNITED STATES

| From | To | City or section | Country | Purpose |
|---|---|---|---|---|
| A. 1929 | 1938 | Milan | Italy | Home |
| 1938 | 1939 | Varese | Italy | Home |
| June 1949 | Sept. 1949 | Mexico City | Mexico | College |
| Dec. 1946 | March 1948 | Otsu, Osaka | Japan. | U.S. Army |
| 1950 | 1951 | San Salvador | El Salvador | Employment |

SEC. 24. CLUBS, SOCIETIES, AND OTHER ORGANIZATIONS

LIST NAMES AND ADDRESSES OF ALL CLUBS, SOCIETIES, PROFESSIONAL SOCIETIES, EMPLOYEE GROUPS, ORGANIZATIONS OF ANY KIND (INCLUDE MEMBERSHIP IN OR ... OF ANY ORGANIZATION HAVING HEADQUARTERS OR BRANCHES IN A FOREIGN COUNTRY) ... WHICH YOU BELONG OR HAVE BELONGED.

1. Boy Scouts of America - Troop 139 (Name and Chapter) Bathgate Ave. (St. and Number) Bronx, N.Y. U.S.A.

DATES OF MEMBERSHIP 1943-1944-1945

2. (Name and Chapter) (St. and Number) (City) (State) (Country)

DATES OF MEMBERSHIP:

3. (Name and Chapter) (St. and Number) (City) (State) (Country)

DATES OF MEMBERSHIP:

SEC. 18. GIVE FIVE CHARACTER REFERENCES—IN THE U. S.—WHO KNOW YOU INTIMATELY—(Give residence and business addresses where possible.)

| | | Street and Number | City | State |
|---|---|---|---|---|
| 1. Mid'n. Donald C. Regan | BUS. ADD. | U.S. Naval Academy | Annapolis | Md. |
| | RES. ADD. | 2334 Tiebout Ave. | N.Y.C. | N.Y. |
| 2. Theodore Accas | BUS. ADD. | | | |
| | RES. ADD. | 320 Wadsworth Ave. | N.Y.C. | N.Y. |
| 3. Mrs. Alice Meyer | BUS. ADD. | | | |
| | RES. ADD. | 85 Pinehurst Ave. | N.Y.C. | N.Y. |
| 4. Mrs. Ludwig Ilse | BUS. ADD. | | | |
| | RES. ADD. | 2447 Grove St. South | St. Petersburg | Fla. |
| 5. Mrs. Margaret Parker | BUS. ADD. | | | |
| | RES. ADD. | 85 Pinehurst Ave. | N.Y.C. | N.Y. |

SEC. 19. NAMES OF FIVE PERSONS WHO KNOW YOU SOCIALLY IN THE UNITED STATES—NOT REFERENCES, RELATIVES, SUPERVISORS, OR EMPLOYERS—(Give residence and business addresses where possible.)

| | | Street and Number | City | State |
|---|---|---|---|---|
| 1. Helen Raynor | BUS. ADD. | | | |
| | RES. ADD. | 221 Miller Ave. | Freeport L.I. | N.Y. |
| 2. Cyrus Peccraro | BUS. ADD. | | | |
| | RES. ADD. | 528 So. 2nd Ave. | Mt. Vernon | N.Y. |
| 3. Florinda Montana | BUS. ADD. | | | |
| | RES. ADD. | 262 E. Prospect Ave. | Mt. Vernon | N.Y. |
| 4. Alfred Donado | BUS. ADD. | | | |
| | RES. ADD. | 17 Oak St. | Harrison | N.Y. |
| 5. Sra. Eva Mirela | BUS. ADD. | 200 Park Ave. | N.Y.C. | N.Y. |
| | RES. ADD. | | | |

SEC. 20. GIVE THREE NEIGHBORS AT YOUR LAST NORMAL RESIDENCE IN THE U. S.—(Give residence and business addresses where possible.)

| | | Street and Number | City | State |
|---|---|---|---|---|
| 1. Mrs. Nelson | BUS. ADD. | | | |
| | RES. ADD. | 2[illegible] Washington Ave. | N.Y.C. 33 | N.Y. |
| 2. Mrs. Simon | BUS. ADD. | | | |
| | RES. ADD. | [illegible] Washington Ave. | N.Y.C. 33 | N.Y. |
| 3. Mrs. Frieda Scherer | BUS. ADD. | | | |
| | RES. ADD. | [illegible] Washington Ave. | N.Y.C. 33 | N.Y. |

SEC. 21. FINANCIAL BACKGROUND

A. ARE YOU ENTIRELY DEPENDENT ON YOUR SALARY? Yes IF NOT, STATE SOURCES OF OTHER INCOME NA

B. NAMES AND ADDRESSES OF BANKS WITH WHICH YOU HAVE ACCOUNTS None

E. ARE YOU NOW, OR HAVE YOU EVER BEEN A LICENSED OR CERTIFIED MEMBER OF ANY TRADE OR PROFESSION, SUCH AS PILOT, ELECTRICIAN, RADIO OPERATOR, TEACHER, LAWYER, CPA, ETC. No

IF YES, INDICATE KIND OF LICENSE AND STATE NA

FIRST LIC. OR CERTIFICATE (YR) — LATEST LIC. OR CERTIFICATE (YR) —

F. GIVE ANY SPECIAL QUALIFICATIONS NOT COVERED ELSEWHERE IN YOUR APPLICATION SUCH AS:
(1) YOUR MORE IMPORTANT PUBLICATIONS (DO NOT SUBMIT COPIES UNLESS REQUESTED)
(2) YOUR PATENTS OR INVENTIONS
(3) PUBLIC SPEAKING AND PUBLIC RELATIONS EXPERIENCE
(4) HONORS AND FELLOWSHIPS RECEIVED

School (College) Magazine & Newspaper: Several articles & stories; also cartoons
Honors at Graduation Latin American Institute:
General Excellence – Excellence Diplomatic Subjects –
Outstanding Service to the school award.

G. HAVE YOU A PHYSICAL HANDICAP, DISEASE, OR OTHER DISABILITY WHICH SHOULD BE CONSIDERED IN ASSIGNING YOU TO WORK? IF ANSWER IS "YES," EXPLAIN:

No

H. DO YOU RECEIVE AN ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT OR ANY PENSION OR OTHER COMPENSATION FOR MILITARY OR NAVAL SERVICE? IF ANSWER IS "YES," GIVE COMPLETE DETAILS:

No

16—62866-1

SEC. 16. HAVE YOU EVER BEEN DISCHARGED OR ASKED TO RESIGN FROM ANY POSITION? HAVE YOU LEFT A POSITION UNDER CIRCUMSTANCES WHICH YOU DESIRE TO EXPLAIN? GIVE DETAILS:

A. No

B. Resigned position in El Salvador under protest of employer whose desires were that I remained with the company

SEC. 17. GENERAL QUALIFICATIONS

A. FOREIGN LANGUAGES (STATE DEGREE OR PROFICIENCY AS "SLIGHT," "FAIR," OR "FLUENT")

| LANGUAGE | SPEAK | READ | WRITE |
|---|---|---|---|
| Spanish | Fluent | Fluent | Fluent |
| Italian | Fluent | Fluent | Fluent |
| French | Slight | Slight | Slight |
| German | Slight | Slight | Slight |

B. LIST ALL SPORTS AND HOBBIES WHICH INTEREST YOU: INDICATE DEGREE OF PROFICIENCY IN EACH:

Track - High School Track Team; Baseball, Football (only as spectator)
Stamp Collecting   Writing
Music and Dancing   Breeding and raising tropical fish

C. HAVE YOU ANY QUALIFICATIONS, AS A RESULT OF TRAINING OR EXPERIENCE, WHICH MIGHT FIT YOU FOR A PARTICULAR POSITION?

Some experience and travel in Latin America plus knowledge of Spanish would aid in work in Latin countries.

D. LIST ANY SPECIAL SKILLS YOU POSSESS AND MACHINES AND EQUIPMENT YOU CAN USE, SUCH AS OPERATION OF SHORT-WAVE RADIO, MULTILITH, COMPTOMETER, KEY PUNCH, TURRET LATHE, SCIENTIFIC OR PROFESSIONAL DEVICES:

IBM Proof Machine
Writing Short Stories
Cartooning
Typing

APPROXIMATE NUMBER OF WORDS PER MINUTE IN TYPING 50 SHORTHAND ____

(6)

~~... 1947 ... Unemployed~~

(8)

FROM Sept 1948 TO May 1950 CLASSIFICATION GRADE (IF IN FEDERAL SERVICE) NA

EMPLOYING FIRM OR AGENCY Attended Latin American Institute

ADDRESS 200 Park Ave (St. and Number) New York City (City) N.Y. (State) U.S.A. (Country)

KIND OF BUSINESS NA NAME OF SUPERVISOR Dr. Juvenal L. Angel (Pres.)

TITLE OF JOB NA SALARY $ NA PER NA

YOUR DUTIES NA

REASONS FOR LEAVING Graduated

FROM June 1948 TO Sept 1948 CLASSIFICATION GRADE (IF IN FEDERAL SERVICE) NA

EMPLOYING FIRM OR AGENCY National City Bank of New York

ADDRESS 50th Street Branch (St. and Number) (City) N.Y.C. N.Y. (State) U.S.A. (Country)

KIND OF BUSINESS Banking NAME OF SUPERVISOR Don't recall

TITLE OF JOB I.B.M. Proof Mach. Oper. SALARY $ don't recall PER —

YOUR DUTIES Operated I.B.M. Proof Machine and had various clerical duties.

REASONS FOR LEAVING To attend Latin American Institute

FROM May 1948 TO June 1948 CLASSIFICATION GRADE (IF IN FEDERAL SERVICE) NA

EMPLOYING FIRM OR AGENCY Encyclopedia Britannica Inc.

ADDRESS 252 E. 161 St. (St. and Number) N.Y.C. (City) N.Y. (State) U.S.A. (Country)

KIND OF BUSINESS Edu. Books Sales NAME OF SUPERVISOR don't Recall.

TITLE OF JOB Head Children's Books Dept. SALARY $ Commission PER NA

YOUR DUTIES In charge Children's Books Dept. To direct sales and sell children's Books

REASONS FOR LEAVING Foot Injury

SEC. 14. ACTIVE U.S. OR FOREIGN MILITARY SERVICE

U.S.A. (Country) Army (Service) T/5 (Rank) Oct. 5, 1946 - March 29, 1948 (Dates of Service)

Osaka, Japan (Last Station) RA 12264528 (Serial Number) Honorable (Type of Discharge)

REMARKS: 25th Inf. Div. 25th Mecz. Cav. Rcn. Trp. (Military Police)

SELECTIVE SERVICE BOARD NUMBER 28 ADDRESS 1910 Arthur Ave. N.Y.C. 57 N.Y.

IF DEFERRED GIVE REASON N.A.

INDICATE MEMBERSHIP IN MILITARY RESERVE ORGANIZATIONS Army Security Agency (Enlisted Reserve Corps) Honor. Disch. - Military Police (N.Y. National Guard) Honorable Discharge.

SEC. 15. CHRONOLOGICAL HISTORY OF EMPLOYMENT FOR PAST 15 YEARS. ACCOUNT FOR ALL PERIODS. INCLUDE CASUAL EMPLOYMENT. INCLUDE ALSO PERIODS OF UNEMPLOYMENT. GIVE ADDRESSES AND STATE WHAT YOU DID DURING PERIODS OF UNEMPLOYMENT. LIST LAST POSITION FIRST. (List all civilian employment by a foreign government, regardless of dates.)

FROM Aug. 1950 TO June 1951 CLASSIFICATION GRADE (IF IN FEDERAL SERVICE) NA

EMPLOYING FIRM OR AGENCY Almacen y Libreria El Siglo

ADDRESS (St. and Number) San (City) Salvador (State) El Salvador (Country)

KIND OF BUSINESS Dept. Store NAME OF SUPERVISOR Edgar Schoening

TITLE OF JOB Manager SALARY $ 200 PER Month

YOUR DUTIES Advertising, Publicity, Store and Window Displays, Wholesale Shipments, Supervision of employees

REASONS FOR LEAVING No future with the Company

FROM July 1950 TO July 1951 CLASSIFICATION GRADE (IF IN FEDERAL SERVICE) NA

EMPLOYING FIRM OR AGENCY Commercial National Bank of N.Y.

ADDRESS (St. and Number) N.Y.C. (City) N.Y. (State) U.S.A. (Country)

KIND OF BUSINESS Banking NAME OF SUPERVISOR don't Recall

TITLE OF JOB Translator SALARY $ 10.- PER day

YOUR DUTIES Translating letters and forms from foreign languages into English and from English into foreign languages. Five languages employed.

REASONS FOR LEAVING Hired on temporary basis while regular translator was on vacation.

SEC. 12. POSITION DATA

A. KIND OF POSITION APPLIED FOR ..............................

B. WHAT IS THE LOWEST ANNUAL ENTRANCE SALARY YOU WILL ACCEPT? $ 3000
(You Will Not Be Considered For Any Position With A Lower Entrance Salary.)

C. IF YOU ARE WILLING TO TRAVEL, SPECIFY: OCCASIONALLY ✓

FREQUENTLY ✓, CONSTANTLY ✓

D. CHECK IF YOU WILL ACCEPT APPOINTMENT, IF OFFERED: IN WASHINGTON, D. C. ✓

ANYWHERE IN THE UNITED STATES ✓, OUTSIDE THE UNITED STATES ✓

E. IF YOU WILL ACCEPT APPOINTMENT IN CERTAIN LOCATIONS ONLY, SPECIFY LOCATIONS:

NA

SEC. 13. EDUCATION

Elementary School, Leonardo da Vinci — Milan Italy 1935 to 1938

ELEMENTARY SCHOOL St. Joseph ADDRESS Bronx, N.Y.C. (City) N.Y. (State) U.S.A. (Country)

DATES ATTENDED 1940-1944 GRADUATE? Yes

HIGH SCHOOL Fordham Preparatory ADDRESS N.Y.C. (City) N.Y. (State) U.S.A. (Country)

DATES ATTENDED 1944-1946 GRADUATE? No

High School: ~~COLLEGE~~ Pittsburg Evening H.S. ADDRESS Pittsburg (City) Calif. (State) U.S.A. (Country)

~~MAJOR AND SPECIALTY~~ ~~YEARS COMPLETED~~

~~DATES ATTENDED~~ 1946 ~~DEGREE~~ Graduated

COLLEGE Latin-American Institute ADDRESS N.Y.C. (City) N.Y. (State) U.S.A. (Country)

MAJOR AND SPECIALTY Spanish-Diplomatic Subjects YEARS COMPLETED 2

DATES ATTENDED 1948-1950 DEGREE Diploma Foreign Service Officer

CHIEF UNDERGRADUATE COLLEGE SUBJECTS Economics, Comm'l Law; Int'l Comm'l Law; Public Relations; American, European & Diplomatic History; Acct., Bookkeeping & Business Math; Eng. & Span. Comm'l Corresp; Translation techniques; Spanish; Advertising; Writing; Export

~~CHIEF GRADUATE COLLEGE SUBJECTS~~ College: Mexico City College - Mexico D.F. Mexico.

Summer Course 1949 - Import Export, Spanish, Journalism

SEC. 9. MOTHER-IN-LAW NA

FULL NAME (First) (Middle) (Last)

LIVING OR DECEASED DATE OF DECEASE CAUSE

PRESENT, OR LAST, ADDRESS (St. and Number) (City) (State) (Country)

DATE OF BIRTH PLACE OF BIRTH

IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY

CITIZENSHIP WHEN ACQUIRED? WHERE? (City) (State) (Country)

OCCUPATION LAST EMPLOYER

SEC. 10. RELATIVES BY BLOOD, MARRIAGE OR ADOPTION, WHO EITHER LIVE ABROAD OR WHO ARE NOT CITIZENS OF THE UNITED STATES:

1. NAME Silvio Brusegani RELATIONSHIP Uncle AGE 53
CITIZENSHIP Italy ADDRESS Via Sacco 10 (St. and Number) Varese (City) (State) Italy (Country)

2. NAME Eda Brusegani RELATIONSHIP Aunt AGE 47
CITIZENSHIP Italy ADDRESS Via Sacco 10 (St. and Number) Varese (City) (State) Italy (Country)

3. NAME Lilliana Brusegani RELATIONSHIP Cousin AGE 20
CITIZENSHIP Italy ADDRESS Via Sacco 10 (St. and Number) Varese (City) (State) Italy (Country)

SEC. 11. RELATIVES BY BLOOD OR MARRIAGE IN THE MILITARY OR CIVIL SERVICE OF THE U. S. OR OF A FOREIGN GOVERNMENT:

None NA

1. NAME RELATIONSHIP AGE
CITIZENSHIP ADDRESS (St. and Number) (City) (State) (Country)
TYPE AND LOCATION OF SERVICE (IF KNOWN)

2. NAME RELATIONSHIP AGE
CITIZENSHIP ADDRESS (St. and Number) (City) (State) (Country)
TYPE AND LOCATION OF SERVICE (IF KNOWN)

3. NAME RELATIONSHIP AGE
CITIZENSHIP ADDRESS (St. and Number) (City) (State) (Country)
TYPE AND LOCATION OF SERVICE (IF KNOWN)

**SECTION XI CONTINUED FROM PAGE 4**

7. LIST ANY SIGNIFICANT PUBLISHED MATERIALS OF WHICH YOU ARE THE AUTHOR (Do not submit copies unless requested). INDICATE TITLE, PUBLICATION DATE, AND TYPE OF WRITING (Non-fiction, scientific articles, general interest subjects, novels, short stories, etc.)

General Interest Subjects and Short Stories (but not significant) published.

8. INDICATE ANY DEVICES WHICH YOU HAVE INVENTED AND STATE WHETHER OR NOT THEY ARE PATENTED

NA

9. LIST ANY [redacted] PUBLIC RELATIONS EXPERIENCE

During employment in El Salvador

10. LIST ANY PROFESSIONAL, ACADEMIC OR HONORARY ASSOCIATIONS OR SOCIETIES IN WHICH YOU ARE NOW OR WERE FORMERLY A MEMBER. LIST ACADEMIC HONORS YOU HAVE RECEIVED.

Received highest honors and 4 awards at Graduation from Latin American Institute: General Excellence, Diplomatic Subjects, Service to the School, and one other.

**SECTION XII ORGANIZATION WORK EXPERIENCE - SINCE LAST COMPLETION OF A PERSONNEL QUALIFICATIONS QUESTIONNAIRE**

**1**

| 1. INCLUSIVE DATES (From- and To-) | 2. GRADE | 3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT |
|---|---|---|
| May 1956 to present | GS-11 | WH/III/Cuba |
| 4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION: NA | 5. OFFICIAL POSITION TITLE: PP Ops Officer | |

6. DESCRIPTION OF DUTIES

General support of Station KUCAGE activities. Initiating new KUCAGE programs for Station implementation. Liaison with other Headquarters components. Maintainance of correspondence with Station. Attendance at various OTR courses (Intelligence Orientation, World Communism, Anti-Communist Ops. completed to date

**2**

| 1. INCLUSIVE DATES (From- and To-) | 2. GRADE | 3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT |
|---|---|---|
| September 55 to May 56 | GS-9 | WH/ Station Panama City |
| 4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION: NA | 5. OFFICIAL POSITION TITLE: Station PP Officer | |

6. DESCRIPTION OF DUTIES

Assumed and reorganized Station PP program. Broadened existing assets and acquired new assets. Wrote Spanish language materials, drew cartoons, supervised publication of KUCAGE publication. Organized anti-Communist demonstrations. Acted as co-Case Officer of FI penetration agent.

**3**

| 1. INCLUSIVE DATES (From- and To-) | 2. GRADE | 3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT |
|---|---|---|
| July 1954-September 1955 | GS-7 GS-9 | WH/Station Panama City |
| 4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION: NA | 5. OFFICIAL POSITION TITLE: FI Ops Officer | |

6. DESCRIPTION OF DUTIES

In charge Water Travel Control program. Worked as member Air Travel Control team performing baggage searches, photographing documents, maintaining passenger and air travel records (all covertly). Regular and audio surveillances. CE work. Temporary cut-out, later co-case officer FI penetration agent.

**4**

| 1. INCLUSIVE DATES (From- and To-) | 2. GRADE | 3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT |
|---|---|---|
| June 1952-July 1954 | GS-6 GS-7 | WH/Station Panama City |
| 4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION: NA | 5. OFFICIAL POSITION TITLE: FI Ops Officer | |

5. DESCRIPTION OF DUTIES

Same as 3, above, less CE Work and penetration agent handling.

**5**

| 1. INCLUSIVE DATES (From- and To-) | 2. GRADE | 3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT |
|---|---|---|
| Dec. 1951-June 1952 | GS-5 | WH |
| 4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION: NA | 5. OFFICIAL POSITION TITLE: FI Ops Officer | |

6. DESCRIPTION OF DUTIES

Training. Also orientation at various desks.

(Use additional pages if required)

**SECTION VIII** — **FOREIGN LANGUAGE ABILITIES**

| LANGUAGE (List below each language in which you possess any degree of competence. Indicate your proficiency to read, write or speak by placing a check (X) in the appropriate boxes) | COMPETENCE - IN ORDER LISTED (R - READ W - WRITE S - SPEAK): EQUIVALENT TO NATIVE FLUENCY R | W | S | FLUENT BUT OBVIOUSLY FOREIGN R | W | S | ADEQUATE FOR RESEARCH R | W | S | ADEQUATE FOR TRAVEL R | W | S | LIMITED KNOWLEDGE R | W | S | HOW ACQUIRED: NATIVE TO COUNTRY | PROLONGED RESIDENCE | CONTACT (WITH PARENTS ETC.) | ACADEMIC STUDY (ALL LEVELS) |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Spanish | x | x | x | | | | | | | | | | | | | | x | | x |
| Italian | x | x | x | | | | | | | | | | | | | x | x | x | x |
| French | | | | | | | | | | x | | x | | x | | | | | x |
| German | | | | | | | | | | | | x | x | x | | | | x | |

2. IF YOU HAVE CHECKED "ACADEMIC STUDY" UNDER "HOW ACQUIRED", INDICATE LENGTH AND INTENSIVENESS OF STUDY

Spanish: 2 yrs., 20 hrs per week//Italian: 4 yrs. in Italian elementary schools.
French: 2 yrs., 5 hrs. per week.

3. DESCRIBE YOUR ABILITY TO DO SPECIALIZED LANGUAGE WORK INVOLVING VOCABULARIES AND TERMINOLOGY ON THE SCIENTIFIC, ENGINEERING, TELECOMMUNICATIONS, MILITARY OR ANY OTHER SPECIALIZED FIELD

Limited

**SECTION IX** — **GEOGRAPHIC AREA KNOWLEDGE**

1. LIST BELOW ANY FOREIGN REGIONS OR COUNTRIES OF WHICH YOU HAVE KNOWLEDGE GAINED AS A RESULT OF RESIDENCE, TRAVEL, STUDY OR WORK ASSIGNMENT. UNDER COLUMN "TYPE OF SPECIALIZED KNOWLEDGE", INDICATE TYPE OF KNOWLEDGE SUCH AS TERRAIN, COASTS, HARBORS, UTILITIES, RAILROADS, INDUSTRIES, POLITICAL PARTIES, ETC.

| NAME OF REGION OR COUNTRY | TYPE OF SPECIALIZED KNOWLEDGE | DATES OF RESIDENCE, TRAVEL, ETC. | KNOWLEDGE ACQUIRED BY: RESIDENCE | TRAVEL | STUDY | WORK ASSIGNMENT |
|---|---|---|---|---|---|---|
| Japan | General Knowledge only | 1946-1948 | x | | | x |
| Italy | General knowledge only | 1929-1939 | x | x | x | |
| Mexico | " | 1949 | x | x | x | |
| | | 1951 | | x | | |
| El Salvador | " | 1950-1951 | x | x | | x |
| Panama | Political, Terrain | 1952-1956 | x | x | | x |

2. INDICATE THE PURPOSE OF VISIT, RESIDENCE OR TRAVEL FOR EACH OF THE REGIONS OR COUNTRIES LISTED ABOVE

Japan: Military Service//Italy: Father in business in Europe//Mexico: attend College// El Salvador: Employment (Non-CIA)//Panama: CIA assignment//In addition to above have travelled in Germany, France, Belgium, Holland, Austria, Switzerland, Guatemala, Luxembourg.

**SECTION X** — **TYPING AND STENOGRAPHIC SKILLS**

| 1. TYPING (W.P.M.) | 2. SHORTHAND (W.P.M.) | 3. SHORTHAND SYSTEM USED - CHECK (X) APPROPRIATE ITEM |
|---|---|---|
| 40 | | GREGG [ ] SPEEDWRITING [ ] STENOTYPE [ ] OTHER (Specify): |

4. INDICATE OTHER BUSINESS MACHINES WITH WHICH YOU HAVE HAD OPERATING EXPERIENCE OR TRAINING (Comptometer, Mimeograph, Card Punch, etc.)

Mimeograph, Recordak

**SECTION XI** — **SPECIAL QUALIFICATIONS**

1. LIST ALL HOBBIES AND SPORTS IN WHICH YOU ARE ACTIVE OR HAVE ACTIVELY PARTICIPATED. INDICATE YOUR PROFICIENCY IN EACH

Writing: have had some materials published//Cartooning: since childhood// Raising and breeding tropical fish: considerable knowledge//Photography, stamp collecti[ng]

2. INDICATE ANY SPECIAL QUALIFICATIONS, RESULTING FROM EXPERIENCE OR TRAINING, WHICH MIGHT FIT YOU FOR A PARTICULAR POSITION OR TYPE OF WORK

Training and experience in writing, cartooning, advertising, public relations, languages, travel, sales, etc.

3. EXCLUDING EQUIPMENT NOTED IN SECTION X, LIST ANY SPECIAL SKILLS YOU POSSESS RELATING TO OTHER EQUIPMENT OR MACHINES SUCH AS OPERATION OF SHORTWAVE RADIO, MULTILITH, TURRET LATHE, SCIENTIFIC AND PROFESSIONAL DEVICES, ETC.

Voice radio(operational) experience in the Army.

4. IF YOU ARE A LICENSED OR CERTIFIED MEMBER OF ANY TRADE OR PROFESSION (Pilot, Electrician, Radio Operator, Teacher, Lawyer, CPA, Medical Technician, etc.), INDICATE THE KIND OF LICENSE OR CERTIFICATE, NAME OF ISSUING STATE, AND REGISTRY NUMBER, IF KNOWN.

NA

| 5. FIRST LICENSE OR CERTIFICATE (Year of issue) | 6. LATEST LICENSE OR CERTIFICATE (Year of issue) |
|---|---|
| NA | NA |

SECRET
(When Filled In)

SECTION V CONTINUED FROM PAGE 2

4. HAVE YOU EVER BEEN IN, OR PETITIONED FOR, BANKRUPTCY? [ ] YES [X] NO

5. IF YOUR ANSWER IS "YES" TO THE ABOVE QUESTION, GIVE PARTICULARS, INCLUDING COURT AND DATE(S)

NA

6. DO YOU RECEIVE AN ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT, PENSION, OR COMPENSATION FOR MILITARY OR NAVAL SERVICE? [ ] YES [X] NO

7. IF YOUR ANSWER IS "YES" TO THE ABOVE QUESTION, GIVE COMPLETE DETAILS

NA

8. DO YOU HAVE ANY FINANCIAL INTEREST IN, OR OFFICIAL CONNECTION WITH, NON-U.S. CORPORATIONS OR BUSINESSES OR IN OR WITH U.S. CORPORATIONS OR BUSINESSES HAVING SUBSTANTIAL FOREIGN INTERESTS? [ ] YES [X] NO IF YOU HAVE ANSWERED "YES", GIVE COMPLETE DETAILS ON A SEPARATE SHEET AND ATTACH IN A SEALED ENVELOPE.

SECTION VI — CITIZENSHIP

1. PRESENT CITIZENSHIP (Country): USA

2. CITIZENSHIP ACQUIRED BY - CHECK (X) ONE: [ ] BIRTH [ ] MARRIAGE [X] OTHER (Specify): Naturalization

3. HAVE YOU TAKEN STEPS TO CHANGE YOUR PRESENT CITIZENSHIP? [ ] YES [X] NO

4. GIVE PARTICULARS: NA

5. IF YOU HAVE APPLIED FOR U.S. CITIZENSHIP, INDICATE PRESENT STATUS OF YOUR APPLICATION (First papers, etc.)

NA

SECTION VII — EDUCATION

1. CHECK (X) HIGHEST LEVEL OF EDUCATION ATTAINED

| | | | |
|---|---|---|---|
| [ ] | LESS THAN HIGH SCHOOL GRADUATE | [ ] | OVER TWO YEARS OF COLLEGE - NO DEGREE |
| [ ] | HIGH SCHOOL GRADUATE | [X] | BACHELOR'S DEGREE |
| [ ] | TRADE, BUSINESS, OR COMMERCIAL SCHOOL GRADUATE | [ ] | GRADUATE STUDY LEADING TO HIGHER DEGREE |
| [ ] | TWO YEARS COLLEGE OR LESS | [ ] | MASTER'S DEGREE [ ] DOCTOR'S DEGREE |

2. COLLEGE OR UNIVERSITY STUDY

| NAME AND LOCATION OF COLLEGE OR UNIVERSITY | SUBJECT MAJOR | SUBJECT MINOR | DATES ATTENDED FROM | DATES ATTENDED TO | DEGREE REC'D | DATE REC'D | SEM/ HOURS SPECIFY |
|---|---|---|---|---|---|---|---|
| Latin American Institute, N.Y.C. | Diplom. Subjects Language | Pub. Rel. & Comml. | 1948 | 1950 | ? Yes | May 1950 | 191 Sem.Hrs. |
| Mexico City College, Mexico D.F. | Journ. Spanish | Hist. | June 1949 | Aug 1949 | No | No | 9 Sem.Hrs. |
| | | | | | | | |

3. TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS

| NAME OF SCHOOL | STUDY OR SPECIALIZATION | DATES ATTENDED FROM | DATES ATTENDED TO | TOTAL MONTHS |
|---|---|---|---|---|
| Latin American Institute (see above) | Diplomatic | | | |
| | | | | |

4. MILITARY TRAINING (Full time duty in specialized schools such as Ordnance, Intelligence, Communications, etc.)

| NAME OF SCHOOL | STUDY OR SPECIALIZATION | DATES ATTENDED FROM | DATES ATTENDED TO | TOTAL MONTHS |
|---|---|---|---|---|
| Military Police School | M.P. Training | 1947 | | 2 mos. |
| | | | | |

5. OTHER EDUCATIONAL TRAINING NOT INDICATED ABOVE

Self Study, various fields.

**SECTION III CONTINUED FROM PAGE 1**

21. DATES OF MILITARY SERVICE *(From- and To- )* BY MONTH AND YEAR
NA

| 22. BRANCH OF SERVICE | 23. COUNTRY WITH WHICH MILITARY SERVICE AFFILIATED |
|---|---|
| NA | NA |

24. DETAILS OF OTHER GOVERNMENT SERVICE, U.S. OR FOREIGN
Department of Army, Cnal Zone, 1953-1955

**SECTION IV — RELATIVES BY BLOOD, MARRIAGE OR ADOPTION LIVING ABROAD OR WHO ARE NOT U.S. CITIZENS**

| | 1. FULL NAME *(Last-First-Middle)* | 2. RELATIONSHIP | 3. AGE |
|---|---|---|---|
| 1 | [redacted]GANI, Silvio | Uncle | 58(?) |
| | 4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES: Varese, Italy | | |
| | 5. CITIZENSHIP *(Country)*: Italy | 6. FREQUENCY OF CONTACT: None | 7. DATE OF LAST CONTACT: 1939 |
| 2 | BRUSEGANI, Enrico | Uncle | 57(?) |
| | 4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES: Varese, Italy | | |
| | 5. CITIZENSHIP *(Country)*: Italy | 6. FREQUENCY OF CONTACT: None | 7. DATE OF LAST CONTACT: 1939 |
| 3 | Families of above | | |
| | 4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES: | | |
| | 5. CITIZENSHIP *(Country)*: | 6. FREQUENCY OF CONTACT: | 7. DATE OF LAST CONTACT: |
| 4 | | | |
| | 4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES: | | |
| | 5. CITIZENSHIP *(Country)*: | 6. FREQUENCY OF CONTACT: | 7. DATE OF LAST CONTACT: |

5. SPECIAL REMARKS, IF ANY, CONCERNING THESE RELATIVES

**SECTION V — FINANCIAL STATUS**

1. ARE YOU ENTIRELY DEPENDENT ON YOUR SALARY? [X] YES [ ] NO

2. IF YOUR ANSWER IS "NO" TO THE ABOVE, STATE SOURCES OF OTHER INCOME
NA

3. BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS

| NAME OF INSTITUTION | ADDRESS *(City, State, Country)* |
|---|---|
| Falls Church Bank | Falls Church, Virginia, USA |
| | |
| | |
| | |

SECTION V CONTINUED TO PAGE 3

JAN

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(When Filled In)

15-9198

# PERIODIC SUPPLEMENT
## PERSONAL HISTORY STATEMENT

THIS DATE: 4 February 1957

*INSTRUCTIONS*

*This form provides the means whereby your official personnel records will be kept current. Even though it duplicates information you have furnished previously, it will be necessary for you to complete Sections I through VI in their entirety. You need complete Sections VII through XIII only if there has been a change since you entered on duty with the organization or if you believe the item requires more complete coverage than you have previously reported.*

**SECTION I — GENERAL**

1. FULL NAME (Last-First-Middle): Kent, William Morris

2. CURRENT ADDRESS (No., Street, City, Zone, State): 2608 N. Winchester Street, Arlington 13, Virginia

3. PERMANENT ADDRESS (No., Street, City, Zone, State): 2608 N. Winchester Street, Arlington 13, Virginia

4. HOME TELEPHONE NUMBER: JEfferson 3-3899

5. STATE, TERRITORY, POSSESSION OR COUNTRY IN WHICH YOU NOW CLAIM RESIDENCE: Virginia

**SECTION II — PERSON TO BE NOTIFIED IN CASE OF EMERGENCY**

1. NAME (Last-First-Middle) PREFERABLY RESIDING IN U.S.: KENT, Dorothy Bernadette

2. RELATIONSHIP: Wife

3. HOME ADDRESS (No., Street, City, Zone, State, Country): 2608 N. Winchester Street, Arlington 13, Virginia

4. BUSINESS ADDRESS (No., Street, City, Zone, State, Country). INDICATE NAME OF FIRM OR EMPLOYER, IF APPLICABLE: NA

5. HOME TELEPHONE NUMBER: JEfferson 3-3899

6. BUSINESS TELEPHONE NUMBER: NA

7. BUSINESS TELEPHONE EXTENSION: NA

8. IN CASE OF EMERGENCY, OTHER CLOSE RELATIVES (Spouse, Mother, Father) MAY ALSO BE NOTIFIED. IF SUCH NOTIFICATION IS NOT DESIRABLE BECAUSE OF HEALTH OR OTHER REASONS, PLEASE SO STATE.
Mr. Paul Kent, 2448 Washington Ave., New York 58, New York (Father)

**SECTION III — MARITAL STATUS**

1. CHECK (X) ONE: [ ] SINGLE [X] MARRIED [ ] WIDOWED [ ] SEPARATED [ ] DIVORCED [ ] ANNULLED

2. FURNISH DATE, PLACE AND REASON FOR ALL SEPARATIONS, DIVORCES OR ANNULMENTS: NA

*WIFE OR HUSBAND: If you have been married more than once, including annulments, use a separate sheet for former wife or husband giving data below for all previous marriages. If marriage is contemplated, provide same data for fiance.*

3. NAME: (First) Dorothy (Middle) Bernadette (Maiden) Martin (Last) Kent

4. DATE OF MARRIAGE: 17 May 1952

5. PLACE OF MARRIAGE (City, State, Country): New York City, New York, USA

6. HIS (or her) ADDRESS BEFORE MARRIAGE (No., Street, City, State, Country): Manhattan, New York City

CODED FOR QUALIFICATIONS DATE 14 MAY 1958

7. LIVING: [X] YES [ ] NO

8. DATE OF DEATH: NA

9. CAUSE OF DEATH: NA

10. CURRENT ADDRESS (Give last address, if deceased): Same as 2, above

11. DATE OF BIRTH: 12 November 1930

12. PLACE OF BIRTH (City, State, Country): Covington, Louisiana, USA

13. IF BORN OUTSIDE U.S.-DATE OF ENTRY: NA

14. PLACE OF ENTRY: NA

15. CITIZENSHIP (Country): USA

16. DATE ACQUIRED: NA

17. WHERE ACQUIRED (City, State, Country): NA

18. OCCUPATION: Housewife

19. PRESENT EMPLOYER (Also give former employer, or if spouse is deceased or unemployed, last two employers): N.Y.Telephone Co. (former employer)

20. EMPLOYER'S OR BUSINESS ADDRESS (No., Street, City, State, Country): New York City

SECTION III CONTINUED TO PAGE 2

SEC; 8 Step Father in law

Full Name: G. Arthur Dovey

Living

PRESENT ADDRESS: 355 N. Y. Ave., Jersey City, N.J.

DATE OF BIRTH: 1904

CITIZENSHIP: U.S.

OCCUPATION: U. S. N. Inspector (Civil Service)

SEC. 9. MOTHER-IN-LAW

FULL NAME Evelyn (First) D. (Middle) Dovey (Last)

LIVING OR DECEASED living DATE OF DECEASE ______ CAUSE ______

PRESENT, OR LAST, ADDRESS 355 N.Y. Avenue, (St. and Number) Jersey City, (City) N.J. (State) ______ (Country)

DATE OF BIRTH 2 Nov 1911 PLACE OF BIRTH Lowell, Massachusetts

IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY ______

CITIZENSHIP U.S. WHEN ACQUIRED? ______ WHERE? ______ (City) ______ (State) ______ (Country)

OCCUPATION Ketay Manuf Co, Inc LAST EMPLOYER N.Y.C, N.Y.

SEC. 10. RELATIVES BY BLOOD, MARRIAGE OR ADOPTION, WHO EITHER LIVE ABROAD OR WHO ARE NOT CITIZENS OF THE UNITED STATES:

1. NAME ______ RELATIONSHIP ______ AGE ______

   CITIZENSHIP ______ ADDRESS ______ (St. and Number) ______ (City) ______ (State) ______ (Country)

2. NAME ______ RELATIONSHIP ______ AGE ______

   CITIZENSHIP ______ ADDRESS ______ (St. and Number) ______ (City) ______ (State) ______ (Country)

3. NAME ______ RELATIONSHIP ______ AGE ______

   CITIZENSHIP ______ ADDRESS ______ (St. and Number) ______ (City) ______ (State) ______ (Country)

SEC. 11. RELATIVES BY BLOOD OR MARRIAGE IN THE MILITARY OR CIVIL SERVICE OF THE U. S. OR OF A FOREIGN GOVERNMENT:

1. NAME Harry Martin RELATIONSHIP Uncle AGE 43

   CITIZENSHIP U.S. ADDRESS ______ (St. and Number) ______ (City) California (State) ______ (Country)

   TYPE AND LOCATION OF SERVICE (IF KNOWN) U. S. Navy, Submarine Corps

2. NAME G. Arthur Dovey RELATIONSHIP Step Father IN LAW AGE 48

   CITIZENSHIP U.S. ADDRESS 355 N.Y. Ave, (St. and Number) Jersey City (City) N.J. (State) ______ (Country)

   TYPE AND LOCATION OF SERVICE (IF KNOWN) Civil Service

3. NAME ______ RELATIONSHIP ______ AGE ______

   CITIZENSHIP ______ ADDRESS ______ (St. and Number) ______ (City) ______ (State) ______ (Country)

   TYPE AND LOCATION OF SERVICE (IF KNOWN) ______



16—63655-1

OCCUPATION .................. LAST EMPLOYER ..................

EMPLOYER'S OR OWN BUSINESS ADDRESS ..................
(St. and Number) (City) (State) (Country)

MILITARY SERVICE FROM .......... TO .......... BRANCH OF SERVICE ..........

COUNTRY .................. DETAILS OF OTHER GOVT. SERVICE, U. S. OR FOREIGN

..................

SEC. 7. BROTHERS AND SISTERS (Including half-, step-, and adopted brothers and sisters):

1. FULL NAME .................. AGE ..........
(First) (Middle) (Last)
PRESENT ADDRESS ..................
(St. and Number) (City) (State) (Country) (Citizenship)

2. FULL NAME .................. AGE ..........
(First) (Middle) (Last)
PRESENT ADDRESS ..................
(St. and Number) (City) (State) (Country) (Citizenship)

3. FULL NAME .................. AGE ..........
(First) (Middle) (Last)
PRESENT ADDRESS ..................
(St. and Number) (City) (State) (Country) (Citizenship)

4. FULL NAME .................. AGE ..........
(First) (Middle) (Last)
PRESENT ADDRESS ..................
(St. and Number) (City) (State) (Country) (Citizenship)

5. FULL NAME .................. AGE ..........
(First) (Middle) (Last)
PRESENT ADDRESS ..................
(St. and Number) (City) (State) (Country) (Citizenship)

SEC. 8. FATHER-IN-LAW

FULL NAME Edward G. Martin
(First) (Middle) (Last)

LIVING OR DECEASED living DATE OF DECEASE .......... CAUSE ..........

PRESENT, OR LAST, ADDRESS 20 Oriole Drive, Springhill, Alabama
(St. and Number) (City) (State) (Country)

DATE OF BIRTH 4 Feb 1908 PLACE OF BIRTH Covington, Louisiana

IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY ..........

..................

CITIZENSHIP .......... WHEN ACQUIRED? .......... WHERE? ..........
(City) (State) (Country)

OCCUPATION ~~Merchant Marine Pilot~~ LAST EMPLOYER ..........

E. IF BORN OUTSIDE U. S. WHEN DID YOU FIRST ARRIVE IN THIS COUNTRY? ____

PORT OF ENTRY? ____ ON PASSPORT OF WHAT COUNTRY? ____

LAST U. S. VISA ____ (Number) (Type) (Place of Issue) (Date of Issue)

## SEC. 2. PHYSICAL DESCRIPTION

AGE ____ SEX ____ HEIGHT ____ WEIGHT ____

EYES ____ HAIR ____ COMPLEXION ____ SCARS ____

BUILD ____ OTHER DISTINGUISHING FEATURES ____

## SEC. 3. MARITAL STATUS

A. SINGLE ____ MARRIED X DIVORCED ____ WIDOWED ____

STATE DATE, PLACE, AND REASON FOR ALL SEPARATIONS, DIVORCES OR ANNULMENTS ____

B. WIFE OR HUSBAND (IF YOU HAVE BEEN MARRIED MORE THAN ONCE—INCLUDING ANNULMENTS—USE A SEPARATE SHEET FOR FORMER WIFE OR HUSBAND GIVING DATA REQUIRED BELOW FOR ALL PREVIOUS MARRIAGES.)

NAME OF SPOUSE Dorot y Bernadette (First) (Middle) Martin (Maiden) Kent (Last)

PLACE AND DATE OF MARRIAGE New York City, N.Y. - 17 May 1952

HIS (OR HER) ADDRESS BEFORE MARRIAGE 521 West 180 St. N.Y.C., N.Y. (St. and Number) (City) (State) (Country)

LIVING OR DECEASED living DATE OF DECEASE ____ CAUSE ____

PRESENT, OR LAST, ADDRESS ____ (St. and Number) (City) (State) (Country)

DATE OF BIRTH 12 Nov 1930 PLACE OF BIRTH Covington, Louisiana (City) (State) (Country)

IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY ____

CITIZENSHIP U.S. WHEN ACQUIRED? ____ WHERE? ____ (City) (State) (Country)

OCCUPATION Secretary LAST EMPLOYER N.Y. Telephone Co.

EMPLOYER'S OR BUSINESS ADDRESS 140 West St., N.Y.C., N.Y. (St. and Number) (City) (State) (Country)

MILITARY SERVICE FROM ____ (Date) TO ____ (Date) BRANCH OF SERVICE ____

COUNTRY ____ DETAILS OF OTHER GOVT. SERVICE, U. S. OR FOREIGN

____

# PERSONAL HISTORY STATEMENT

Instructions: 1. Answer all questions completely. If question is not applicable write "NA." Write "unknown" only if you do not know the answer and cannot obtain the answer from personal records. Use the blank pages at the end of this form for extra details on any question or questions for which you do not have sufficient room.

2. Type, print, or write carefully; illegible or incomplete forms will not receive consideration.

HAVE YOU READ AND DO YOU UNDERSTAND THE INSTRUCTIONS? ________ (Yes or No)

**SEC. 1. PERSONAL BACKGROUND**

A. FULL NAME (Use No Initials) Miss / Mr. / Mrs. WILLIAM (First) M. (Middle) [illegible] (Last)

Telephone: Office ________ Ext. ________ Home ________

PRESENT ADDRESS ________ (St. and Number) ________ (City) ________ (State) ________ (Country)

PERMANENT ADDRESS 2448 (St. and Number) Washington, AVE., (City) New York City, (State) N.Y. (Country)

B. NICKNAME ________ WHAT OTHER NAMES HAVE YOU USED? ________

________ UNDER WHAT CIRCUMSTANCES HAVE YOU EVER USED THESE NAMES? ________

HOW LONG? ________ IF A LEGAL CHANGE, GIVE PARTICULARS ________

________ (Where?) ________ (By what authority)

C. DATE OF BIRTH ________ PLACE OF BIRTH ________ (City) ________ (State) ________ (Country)

D. PRESENT CITIZENSHIP ________ (Country) BY BIRTH? ________ BY MARRIAGE? ________

BY NATURALIZATION CERTIFICATE NO. ________ ISSUED ________ (Date) BY ________ (Court)

AT ________ (City) ________ (State) ________ (Country)

HAVE YOU HAD A PREVIOUS NATIONALITY? ________ (Yes or No) ________ (Country)

HELD BETWEEN WHAT DATES? ________ TO ________ ANY OTHER NATIONALITY? ________ (Country)

GIVE PARTICULARS ________

________

HAVE YOU TAKEN STEPS TO CHANGE PRESENT CITIZENSHIP? ________ GIVE PARTICULARS:

________

OCCUPATION Asst. to husband LAST EMPLOYER None

EMPLOYER'S OR OWN BUSINESS ADDRESS 506 E. 187 Street N.Y.C. N.Y. U.S.A.
(St. and Number) (City) (State) (Country)

MILITARY SERVICE FROM None TO NA BRANCH OF SERVICE NA

COUNTRY NA DETAILS OF OTHER GOVT. SERVICE, U. S. OR FOREIGN

NA

SEC. 7. BROTHERS AND SISTERS (Including half-, step-, and adopted brothers and sisters):

None NA

1. FULL NAME (First) (Middle) (Last) AGE

PRESENT ADDRESS (St. and Number) (City) (State) (Country) (Citizenship)

2. FULL NAME (First) (Middle) (Last) AGE

PRESENT ADDRESS (St. and Number) (City) (State) (Country) (Citizenship)

3. FULL NAME (First) (Middle) (Last) AGE

PRESENT ADDRESS (St. and Number) (City) (State) (Country) (Citizenship)

4. FULL NAME (First) (Middle) (Last) AGE

PRESENT ADDRESS (St. and Number) (City) (State) (Country) (Citizenship)

5. FULL NAME (First) (Middle) (Last) AGE

PRESENT ADDRESS (St. and Number) (City) (State) (Country) (Citizenship)

SEC. 8. FATHER-IN-LAW

NH

FULL NAME (First) (Middle) (Last)

LIVING OR DECEASED DATE OF DECEASE CAUSE

PRESENT, OR LAST, ADDRESS (St. and Number) (City) (State) (Country)

DATE OF BIRTH PLACE OF BIRTH

IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY

CITIZENSHIP WHEN ACQUIRED? WHERE? (City) (State) (Country)

OCCUPATION LAST EMPLOYER

16-00033-1

SEC. 4. CHILDREN OR DEPENDENTS (Include partial dependents):

1. NAME NA RELATIONSHIP ______ AGE ______

CITIZENSHIP ______ ADDRESS ______ (St. and Number) ______ (City) ______ (State) ______ (Country)

2. NAME ______ RELATIONSHIP ______ AGE ______

CITIZENSHIP ______ ADDRESS ______ (St. and Number) ______ (City) ______ (State) ______ (Country)

3. NAME ______ RELATIONSHIP ______ AGE ______

CITIZENSHIP ______ ADDRESS ______ (St. and Number) ______ (City) ______ (State) ______ (Country)

SEC. 5. FATHER (Give the same information for stepfather and/or guardian on a separate sheet)

FULL NAME Paul (First) ______ (Middle) Kent (Last)

LIVING OR DECEASED Living DATE OF DECEASE NA CAUSE NA

PRESENT, OR LAST, ADDRESS 2448 Washington Ave. (St. and Number) N.Y.C. 58 (City), N.Y. (State) U.S.A (Country)

DATE OF BIRTH March [illegible], 1892 PLACE OF BIRTH Metz (City) ______ (State) France (Country)

IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY Dec. 22, 1926 N.Y.

CITIZENSHIP U.S.A WHEN ACQUIRED? July 12, 1944 WHERE? N.Y.C. (City) N.Y. (State) U.S.A (Country)

OCCUPATION Manufacturer LAST EMPLOYER Paolo Ermolli, Varese, Italy

EMPLOYER'S OR OWN BUSINESS ADDRESS 506 E. 187 Street (St. and Number) N.Y.C. (City) N.Y. (State) U.S.A. (Country)

MILITARY SERVICE FROM Oct. 1, 1915 (Date) TO Nov. 20, 1918 (Date) BRANCH OF SERVICE Army

COUNTRY Germany DETAILS OF OTHER GOVT. SERVICE, U. S. OR FOREIGN

New York State Guard - 8th Inf. Regiment - 1944-1946

SEC. 6. MOTHER (Give the same information for stepmother on a separate sheet)

FULL NAME Beatrice (First) ______ (Middle) Kent (Last)

LIVING OR DECEASED living DATE OF DECEASE NA CAUSE NA

PRESENT, OR LAST, ADDRESS 2448 Washington Ave. (St. and Number) N.Y.C. (City) N.Y. (State) U.S.A. (Country)

DATE OF BIRTH April 26, 1901 PLACE OF BIRTH Monza ______ Italy

CITIZENSHIP U.S.A. WHEN ACQUIRED? June 11, 1937 WHERE? N.Y.C. (City) N.Y. (State) U.S.A. (Country)

IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY April 20, 1929 N.Y.

E. IF BORN OUTSIDE U. S. WHEN DID YOU FIRST ARRIVE IN THIS COUNTRY? April 20, 1939

PORT OF ENTRY? New York ON PASSPORT OF WHAT COUNTRY? Germany

LAST U. S. VISA 3990 (Number) Immigration (Type) - Naples, Italy (Place of Issue) March 25, 1939 (Date of Issue)

SEC. 2. PHYSICAL DESCRIPTION

AGE 22 SEX Male HEIGHT 6' WEIGHT 158

EYES Brown HAIR Brown COMPLEXION light SCARS Right forearm

BUILD Medium OTHER DISTINGUISHING FEATURES Scar right knee

SEC. 3. MARITAL STATUS

A. SINGLE ✓ MARRIED — DIVORCED — WIDOWED —

STATE DATE, PLACE, AND REASON FOR ALL SEPARATIONS, DIVORCES OR ANNULMENTS NA

B. WIFE OR HUSBAND (IF YOU HAVE BEEN MARRIED MORE THAN ONCE—INCLUDING ANNULMENTS—USE A SEPARATE SHEET FOR FORMER WIFE OR HUSBAND GIVING DATA REQUIRED BELOW FOR ALL PREVIOUS MARRIAGES.) NA

NAME OF SPOUSE (First) (Middle) (Maiden) (Last)

PLACE AND DATE OF MARRIAGE

HIS (OR HER) ADDRESS BEFORE MARRIAGE (St. and Number) (City) (State) (Country)

LIVING OR DECEASED DATE OF DECEASE CAUSE

PRESENT, OR LAST, ADDRESS (St. and Number) (City) (State) (Country)

DATE OF BIRTH PLACE OF BIRTH (City) (State) (Country)

IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY

CITIZENSHIP WHEN ACQUIRED? WHERE? (City) (State) (Country)

OCCUPATION LAST EMPLOYER

EMPLOYER'S OR BUSINESS ADDRESS (St. and Number) (City) (State) (Country)

MILITARY SERVICE FROM (Date) TO (Date) BRANCH OF SERVICE

COUNTRY DETAILS OF OTHER GOVT. SERVICE, U. S. OR FOREIGN

16-60285-1

Mr. Kent advised Contract Personnel Division this date that his date of naturalization should be 20 July 1950 and not as indicated on his Personal History Statement.

CWS

# PERSONAL HISTORY STATEMENT

Instructions: 1. Answer all questions completely. If question is not applicable write "NA." Write "unknown" only if you do not know the answer and cannot obtain the answer from personal records. Use the blank pages at the end of this form for extra details on any question or questions for which you do not have sufficient room.

2. Type, print, or write carefully; illegible or incomplete forms will not receive consideration.

HAVE YOU READ AND DO YOU UNDERSTAND THE INSTRUCTIONS? Yes

SEC. 1. PERSONAL BACKGROUND

A. FULL NAME Miss Mr. Mrs. William Morris Kent — Telephone Office Ext. Home CYpress 4 61..

PRESENT ADDRESS 2448 Washington Ave. N.Y.C. 58, N.Y. U.S.A.

PERMANENT ADDRESS 2448 Washington Ave. N.Y.C. 58, N.Y. U.S.A.

B. NICKNAME Bill WHAT OTHER NAMES HAVE YOU USED? William Rosenkranz UNDER WHAT CIRCUMSTANCES HAVE YOU EVER USED THESE NAMES? Rosenkranz was legal family name formerly

HOW LONG? 15 yrs. IF A LEGAL CHANGE, GIVE PARTICULARS Aug. 4, 1944 N.Y.C. N.Y. (Where) Supreme Court, Bronx County (By what authority)

C. DATE OF BIRTH May 9, 1929 PLACE OF BIRTH Milan (City) (State) Italy (Country)

D. PRESENT CITIZENSHIP U.S.A. (Country) BY BIRTH? BY MARRIAGE? —

BY NATURALIZATION CERTIFICATE NO. 6909991 ISSUED July 20, 1951 (Date) BY U.S. District Court (Court)

AT New York City (City) New York (State) U.S.A. (Country)

HAVE YOU HAD A PREVIOUS NATIONALITY? Yes (Yes or No) Germany (Country)

HELD BETWEEN WHAT DATES? May 9, 1929 TO July 20, 1951 ANY OTHER NATIONALITY? None (Country)

GIVE PARTICULARS NA

HAVE YOU TAKEN STEPS TO CHANGE PRESENT CITIZENSHIP? No GIVE PARTICULARS: NA.

SEC. 9:

MOTHER IN LAW-

NAME - EVELYN D. DOVEY
LIVING
ADDRESS - 355 NEW YORK AVE., JERSEY CITY, NJ
DATE OF BIRTH: 2 NOV. 1910
CITIZENSHIP: US
OCCUPATION: DEFENSE WORKER

SEC. 8:

STEP-FATHER-IN-LAW-
NAME: G. ARTHUR DOVEY
LIVING
ADDRESS: 355 NEW YORK AVE., JERSEY CITY, NJ
DATE OF BIRTH: 1904
CITIZENSHIP: US
OCCUPATION: US NAVY INSPECTOR

F. IF, TO YOUR KNOWLEDGE, ANY OF THE ABOVE HAS CONDUCTED AN INVESTIGATION OF YOU, INDICATE BELOW THE NAME OF THAT AGENCY AND THE APPROXIMATE DATE OF THE INVESTIGATION:

---

SEC. 26. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY:

NAME ______ RELATIONSHIP ______

ADDRESS ______ (St. and Number) (City) (State) (Country)

---

SEC. 27. YOU ARE INFORMED THAT THE CORRECTNESS OF ALL STATEMENTS MADE HEREIN WILL BE INVESTIGATED.

ARE THERE ANY UNFAVORABLE INCIDENTS IN YOUR LIFE NOT MENTIONED ABOVE WHICH MAY BE DISCOVERED IN SUBSEQUENT INVESTIGATION, WHETHER YOU WERE DIRECTLY INVOLVED OR NOT, WHICH MIGHT REQUIRE EXPLANATION? IF SO, DESCRIBE. IF NOT, ANSWER "NO."

---

SEC. 28. I CERTIFY THAT THE FOREGOING ANSWERS ARE TRUE AND CORRECT TO THE BEST OF MY KNOWLEDGE AND BELIEF, AND I AGREE THAT ANY MISSTATEMENT OR OMISSION AS TO A MATERIAL FACT WILL CONSTITUTE GROUNDS FOR IMMEDIATE DISMISSAL OR REJECTION OF MY APPLICATION.

SIGNED AT Washington DC (City and State) DATE 23 May 1952

Arlene D. Byrd (Witness) William M. Kent (Signature of Applicant)

---

USE THE FOLLOWING PAGES FOR EXTRA DETAILS. NUMBER ACCORDING TO THE NUMBER OF THE QUESTION TO WHICH THEY RELATE. SIGN YOUR NAME AT THE END OF THE ADDED MATERIAL. IF ADDITIONAL SPACE IS REQUIRED USE EXTRA PAGES THE SAME SIZE AS THESE AND SIGN EACH SUCH PAGE.

U. S. GOVERNMENT PRINTING OFFICE 16—62855-1

STEP-
SEC. 9. MOTHER-IN-LAW

FULL NAME FLORENCE (First) — (Middle) MARTIN (Last)

LIVING ~~OR DECEASED~~ ........ DATE OF DECEASE ........ CAUSE ........

PRESENT, ~~OR LAST~~, ADDRESS 20 ORIOLE DR., SPRINGFEILD, ALA. (St. and Number) (City) (State) (Country)

DATE OF BIRTH ? PLACE OF BIRTH —

IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY —

CITIZENSHIP US WHEN ACQUIRED? — WHERE? — (City) (State) (Country)

OCCUPATION — LAST EMPLOYER —

SEC. 10. RELATIVES BY BLOOD, MARRIAGE OR ADOPTION, WHO EITHER LIVE ABROAD OR WHO ARE NOT CITIZENS OF THE UNITED STATES:

1. NAME ........ RELATIONSHIP ........ AGE ........

   CITIZENSHIP ........ ADDRESS ........ (St. and Number) (City) (State) (Country)

2. NAME ........ RELATIONSHIP ........ AGE ........

   CITIZENSHIP ........ ADDRESS ........ (St. and Number) (City) (State) (Country)

3. NAME ........ RELATIONSHIP ........ AGE ........

   CITIZENSHIP ........ ADDRESS ........ (St. and Number) (City) (State) (Country)

SEC. 11. RELATIVES BY BLOOD OR MARRIAGE IN THE MILITARY OR CIVIL SERVICE OF THE U. S. OR OF A FOREIGN GOVERNMENT:

1. NAME ........ RELATIONSHIP ........ AGE ........

   CITIZENSHIP ........ ADDRESS ........ (St. and Number) (City) (State) (Country)

   TYPE AND LOCATION OF SERVICE (IF KNOWN) ........

2. NAME ........ RELATIONSHIP ........ AGE ........

   CITIZENSHIP ........ ADDRESS ........ (St. and Number) (City) (State) (Country)

   TYPE AND LOCATION OF SERVICE (IF KNOWN) ........

3. NAME ........ RELATIONSHIP ........ AGE ........

   CITIZENSHIP ........ ADDRESS ........ (St. and Number) (City) (State) (Country)

   TYPE AND LOCATION OF SERVICE (IF KNOWN) ........



16—02555-1

OCCUPATION ............ LAST EMPLOYER ............

EMPLOYER'S OR OWN BUSINESS ADDRESS ............ (St. and Number) (City) (State) (Country)

MILITARY SERVICE FROM ............ TO ............ BRANCH OF SERVICE ............

COUNTRY ............ DETAILS OF OTHER GOVT. SERVICE, U. S. OR FOREIGN

............

**SEC. 7. BROTHERS AND SISTERS (Including half-, step-, and adopted brothers and sisters):**

1. **FULL NAME** ............ (First) (Middle) (Last) **AGE** ............
   **PRESENT ADDRESS** ............ (St. and Number) (City) (State) (Country) (Citizenship)
2. **FULL NAME** ............ (First) (Middle) (Last) **AGE** ............
   **PRESENT ADDRESS** ............ (St. and Number) (City) (State) (Country) (Citizenship)
3. **FULL NAME** ............ (First) (Middle) (Last) **AGE** ............
   **PRESENT ADDRESS** ............ (St. and Number) (City) (State) (Country) (Citizenship)
4. **FULL NAME** ............ (First) (Middle) (Last) **AGE** ............
   **PRESENT ADDRESS** ............ (St. and Number) (City) (State) (Country) (Citizenship)
5. **FULL NAME** ............ (First) (Middle) (Last) **AGE** ............
   **PRESENT ADDRESS** ............ (St. and Number) (City) (State) (Country) (Citizenship)

**SEC. 8. FATHER-IN-LAW**

**FULL NAME** EDWARD (First) G. (Middle) MARTIN (Last)

**LIVING** ~~**OR DECEASED**~~ ............ **DATE OF DECEASE** — **CAUSE** —

**PRESENT,** ~~**OR LAST**~~**, ADDRESS** 20 ORIOLE DR., (St. and Number) SPRINGFIELD, (City) ALA. (State) (Country)

**DATE OF BIRTH** 4 FEB 1907 **PLACE OF BIRTH** COVINGTON, LA.

**IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY** —

............

**CITIZENSHIP** US **WHEN ACQUIRED?** — **WHERE?** — (City) (State) (Country)

OCCUPATION MERCHANT MARINE PILOT LAST EMPLOYER —

16—02835-1

Amendment to PHS
Due to Marriage
Date: 17 May 1952

# PERSONAL HISTORY STATEMENT

Instructions: 1. Answer all questions completely. If question is not applicable write "NA." Write "unknown" only if you do not know the answer and cannot obtain the answer from personal records. Use the blank pages at the end of this form for extra details on any question or questions for which you do not have sufficient room.

2. Type, print, or write carefully; illegible or incomplete forms will not receive consideration.

HAVE YOU READ AND DO YOU UNDERSTAND THE INSTRUCTIONS? YES (Yes or No)

## SEC. 1. PERSONAL BACKGROUND

Telephone:
Office ____
Ext. ____
Home ____

A. FULL NAME (Use No Initials) ~~Miss~~ Mr. ~~Mrs.~~ WILLIAM (First) MORRIS (Middle) KENT (Last)

PRESENT ADDRESS ____ (St. and Number) (City) (State) (Country)

PERMANENT ADDRESS ____ (St. and Number) (City) (State) (Country)

B. NICKNAME ____ WHAT OTHER NAMES HAVE YOU USED? ____

____ UNDER WHAT CIRCUMSTANCES HAVE YOU EVER USED THESE NAMES? ____

HOW LONG? ____ IF A LEGAL CHANGE, GIVE PARTICULARS ____

____ (Where?) (By what authority)

C. DATE OF BIRTH ____ PLACE OF BIRTH ____ (City) (State) (Country)

D. PRESENT CITIZENSHIP ____ (Country) BY BIRTH? ____ BY MARRIAGE? ____

BY NATURALIZATION CERTIFICATE NO. ____ ISSUED ____ (Date) BY ____ (Court)

AT ____ (City) (State) (Country)

HAVE YOU HAD A PREVIOUS NATIONALITY? ____ (Yes or No) (Country)

HELD BETWEEN WHAT DATES? ____ TO ____ ANY OTHER NATIONALITY? ____ (Country)

GIVE PARTICULARS ____

____

HAVE YOU TAKEN STEPS TO CHANGE PRESENT CITIZENSHIP? ____ GIVE PARTICULARS:

____



FORM NO. 38-1 SEP 1950

16—62855-1

SECRET
(When Filled In)

SECTION XIII

CHILDREN AND OTHER DEPENDENTS

OFFICE OF PERSONNEL
FEB 6 9 06 AM '57
MAIL ROOM

| | | | |
|---|---|---|---|
| 1. NUMBER OF CHILDREN (Including stepchildren and adopted children) WHO ARE UNMARRIED, UNDER 21 YEARS OF AGE, AND ARE NOT SELF-SUPPORTING. | 3 | 2. NUMBER OF OTHER DEPENDENTS (Including spouse, parents, stepparents, sister, etc.) WHO DEPEND ON YOU FOR AT LEAST 50% OF THEIR SUPPORT, OR, CHILDREN OVER 21 YEARS OF AGE WHO ARE NOT SELF-SUPPORTING. | 1 |

3. PROVIDE THE FOLLOWING INFORMATION FOR ALL CHILDREN AND DEPENDENTS

| NAME | RELATIONSHIP | YEAR OF BIRTH | SEX M | SEX F | CITIZENSHIP | ADDRESS |
|---|---|---|---|---|---|---|
| Dorothy B. Kent | Wife | 1930 | | x | US | 2608 N.Winchester St. Arlington 13, Va. |
| William M. Kent, Jr. | Son | 1953 | x | | US | " |
| Paul E. Kent | Son | 1954 | x | | US | " |
| Karen A. Kent | Daughter | 1955 | | x | US | " |
| | | | | | | |
| | | | | | | |
| | | | | | | |

ADDITIONAL COMMENT AND/OR CONTINUATION OF PRECEDING ITEMS

| DATE COMPLETED | SIGNATURE OF EMPLOYEE |
|---|---|
| 5 February 1957 | William M. Kent |

SECRET

SECRET

**CONTRACT INFORMATION AND CHECK LIST (CONTINUED)**

*NOTE: SEE INSTRUCTIONS ON FIRST SHEET.*

| CASE OFFICER | DIVISION |
|---|---|
| Maurice Currie | WHD |
| TELEPHONE EXTENSION | DATE |
| 6032 | 15 June 1966 |

## SECTION VIII — OTHER BENEFITS

46. BENEFITS (*See HR 20-44, HR 20-41, HR 20-7, HR 20-53, and HB 20-620-1, HB 20-1000-1 and/or successor regulations for benefits applicable to various categories of contract personnel.*)

Normal

## SECTION IX — COVER ACTIVITY

| 47. STATUS (*Check*) | | 48. TYPE (*Check*) | | | | |
|---|---|---|---|---|---|---|
| [ ] PROPOSED | [XX] ESTABLISHED | [XX] PROPRIETARY | [ ] SUBSIDIZED | [ ] CULTURAL | [ ] COMMERCIAL | [ ] TOURIST |
| | | | | [ ] EDUCATIONAL | [ ] MILITARY | [ ] OTHER |

49. IF COVER PAYMENTS ARE CONTEMPLATED, THEY WILL BE EFFECTED ON REIMBURSABLE BASIS

NA  [ ] YES  [ ] NO  [ ] COMPLETE  [ ] PARTIAL

## SECTION X — OFFSET OF INCOME

50. OFFSET OF INCOME AND OTHER EMOLUMENTS DERIVED FROM COVER ACTIVITIES (*If less than total, justify in separate memo attached hereto.*)  [ ] TOTAL  [ ] PARTIAL  [XX] NONE

## SECTION XI — TERM

| 51. DURATION | 52. EFFECTIVE DATE | 53. RENEWABLE |
|---|---|---|
| DAYS: — MONTHS: — YEARS: — | 31 July 1966 | [XX] YES [ ] NO |

| 54. TERMINATION NOTICE (*Number of days*) | 55. FORFEITURE OF RETURN TRAVEL FOR RESIGNATION PRIOR TO CONTRACT TERMINAT[ION] |
|---|---|
| NA | NA [ ] YES [ ] NO |

## SECTION XII — FUNCTION

56. PRIMARY FUNCTION (*CI, FI, PP, other*)

PP

## SECTION XIII — DUTIES

57. GENERAL DESCRIPTION OF DUTIES TO BE PERFORMED

**Service requirements of field stations and WH Division under cover of the Christian Fellowship Fund as described in Project JMPOPLAR-12.**

## SECTION XIV — QUALIFICATIONS

58. EXPERIENCE

**Travel and residence in Europe and Latin America. Operational assignments in Latin America and USA under WH Division.**

59. EDUCATION (*Check Highest Level Attained*)

| | | | | | |
|---|---|---|---|---|---|
| [ ] TRADE SCHOOL | [ ] HIGH SCHOOL GRADUATE | [ ] TRADE SCHOOL GRADUATE | | | |
| [ ] BUSINESS SCHOOL GRADUATE | [ ] COMMERCIAL SCHOOL GRADUATE | | | | |
| [XX] COLLEGE (*No degree*) | [ ] COLLEGE DEGREE | [ ] POST GRADUATE | [ ] MA | [ ] P[hD] | |

60. LANGUAGE COMPETENCY (*Check Appropriate Degree Competency*)

| LANGUAGE | SPEAK: FLUENT | SPEAK: AVERAGE | SPEAK: POOR | WRITE: FLUENT | WRITE: AVERAGE | WRITE: POOR | READ: FLUENT | READ: AVERAGE | READ: POOR |
|---|---|---|---|---|---|---|---|---|---|
| Spanish | XX | | | XX | | | XX | | |
| Italian | | XX | | | XX | | | XX | |
| French | | | XX | | | XX | | | XX |

61. INDIVIDUAL'S COUNTRY OF ORIGI[N]

Italy

62. AREA KNOWLEDGE

**Europe, Far East, Latin America**

## SECTION XV — EMPLOYMENT PRIOR TO CIA

63. GIVE INCLUSIVE DATES, POSITION TITLE OR TYPE WORK, SALARY AND REASON FOR LEAVING

1950-1951 Store Manager, El Salvador, C.A., Salary $2,400, left for better position.

## SECTION XVI — ADDITIONAL INFORMATION

64. ADDITIONAL OR UNUSUAL REQUIREMENTS, JUSTIFICATIONS OR EXPLANATIONS (*Use other side if necessary*)

[redacted] will be engaged in this Project for at least five years.

SECRET

# CONTRACT INFORMATION AND CHECK LIST

CASE OFFICER: Maurice Currie

DIVISION: WHD

INSTRUCTIONS: Use HR 20-53 and HB 20-1000-1 for guidance. Complete all items, inserting "NA" when items are not applicable. Forward original and TWO copies for preparation of contract.

TELEPHONE EXTENSION: 6032

DATE: 15 June 1966

## SECTION I — GENERAL

1. NAME [redacted] PSEUDO [X] TRUE — William M. Kent [redacted]

2A. PROJECT: JMPOPLAR-12

2B. PERMANENT STATION: New Orleans, La.

3. ALLOTMENT NO.: 7135-0630

3A. FUNDS: V [ ] UV [XX]

4. SLOT NO.:

5. PREVIOUS CIA PSEUDONYM OR ALIASES: Charles K. Morledge (P) Douglas G. Gupton (alias at JMWAVE)

6. INDIVIDUAL HAS BEEN ENGAGED BY CIA OR ITS ALLIED ACTIVITIES IN SOME CAPACITY PRIOR TO THIS CONTRACT. XXX YES [ ] NO (If yes, describe and include dates and salary.)
Staff Employee 1951-1952
[redacted] " 1952-1956
Staff Employee 1956-To Present

7. SECURITY CLEARANCE (Type and date):

7A. MEDICAL CLEARANCE: XX OBTAINED [ ] INITIATED [ ] NOT REQ'D.

8. CONTRACT IS TO BE WRITTEN IN STERILE FORM I.E., "U.S. GOVERNMENT" NA YES [ ] NO

9. INDIVIDUAL WILL WORK UNDER "CONTROLLED CONDITIONS" I.E., REGULAR OFFICE HOURS AWAY FROM SUBJECT'S HOME AND PERFORMED UNDER THE SUPERVISION OF A STAFF EMPLOYEE OR STAFF AGENT [ ] YES [XX] NO

10. PROPOSED CATEGORY (Contract agent, contract employee, etc.): [redacted] Staff Employee

## SECTION II — PERSONAL DATA

11. CITIZENSHIP: USA

12. IF NOT U.S. CITIZEN, INDIVIDUAL IS A PERMANENT RESIDENT ALIEN [ ] YES [ ] NO

13. AGE: 37

14. DATE OF BIRTH (Month, day, year): 9 May 1929

15. LEGAL RESIDENCE (City and state or country): Herndon, Virginia

16. CURRENT RESIDENCE (City and state or country): Same

17. MARITAL STATUS (Check as appropriate): [ ] SINGLE [XX] MARRIED [ ] WIDOWED [ ] ANNULLED [ ] SEPARATED [ ] DIVORCED

18. NUMBER OF DEPENDENTS (Not including individual) RELATIONSHIP AND AGE:
Wife - 35
Son - 12
Son - 11
Daughter - 10

19. INDIVIDUAL IS RELATED TO A STAFF EMPLOYEE, STAFF AGENT OR AN INDIVIDUAL CURRENTLY WORKING FOR THE AGENCY IN SOME CAPACITY [ ] YES [XX] NO
RELATIONSHIP:

## SECTION III — U.S. MILITARY STATUS

20. RESERVE:

21. VETERAN: XXX

22. IF RETIRED, INDICATE CATEGORY (Longevity, combat disability, service disability non-combat):

23. BRANCH OF SERVICE:

24. RANK OR GRADE:

25. DRAFT ELIGIBLE [ ] YES [XX] NO

26. DRAFT DEFERMENT OBTAINED BY CIA [ ] YES [XX] NO

## SECTION IV — COMPENSATION

27. BASIC SALARY: GS-13, Step 5

28. POST DIFFERENTIAL:

29. COVER (Breakdown, if any): Former Dept. of Army, Dept. of State, Dept. of Army Executive Secretary of Christian Fellowship Fund

30. FEDERAL TAX WITHHOLDING: COVER [XX] YES [ ] NO; CIA [ ] YES [XX] NO

## SECTION V — ALLOWANCES (NORMALLY GRANTED ONLY TO RESIDENTS OF THE UNITED STATES)

31. QUARTERS: NA

32. POST: NA

33. OTHER: *Non-official cover premium pay

34. COVER (Breakdown, if any): None

## SECTION VI — TRAVEL

35. TYPES: XXX PCS [ ] DOMESTIC OPERATIONAL [ ] FOREIGN OPERATIONAL

36. WITH DEPENDENTS: XX YES [ ] NO

37. HHE TO BE SHIPPED: XX YES [ ] NO

37A. HHE TO BE STORED: [ ] YES [ ] NO

38. PERSONAL VEHICLE TO BE SHIPPED: [ ] YES [ ] NO

39. TRANSPORTED VEHICLE TO BE USED FOR OPERATIONAL TRAVEL: XX YES [ ] NO

40. IF WITH DEPENDENTS STATE RELATIONSHIP, CITIZENSHIP, AGE AND DATE OF BIRTH

| | | | |
|---|---|---|---|
| Wife | USA | 35 | 12 November 1930 |
| Son | USA | 12 | 6 September 1953 |
| Son | USA | 11 | 6 September 1952 1954 |
| Daughter | USA | 10 | 12 December 1953 1955 |

Approved by CS/CS Agent Panel
(Date) 7 July 1966
D. M. Collins
Secretary, CS/CS Agent Panel

41. PAYMENT AND ACCOUNTABILITY WILL BE IN CONFORMANCE WITH XXX CIA REGULATIONS [ ] COVER POLICIES AND PROCEDURES

SECRET

(When Filled In)

| SECTION IX | MARITAL STATUS | | | |
|---|---|---|---|---|
| 1. PRESENT STATUS (Single, Married, Widowed, Separated, Divorced, Annulled, Remarried) SPECIFY: | | | | |
| 2. NAME OF SPOUSE | (Last) [redacted] — | (First) DOROTHY | (Middle) BERNADETTE | (Maiden) — |
| 3. DATE OF BIRTH 12 NOV. 1930 | 4. PLACE OF BIRTH (City, State, Country) COVINGTON, LA. - USA. | | | |
| 5. OCCUPATION HOUSEWIFE | 6. PRESENT EMPLOYER — | | | |
| 7. CITIZENSHIP US | 8. FORMER CITIZENSHIP(S) COUNTRY(IES) — | | 9. DATE U. S. CITIZENSHIP ACQUIRED — | |

| SECTION X | DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE | | | |
|---|---|---|---|---|
| NAME | RELATIONSHIP | DATE AND PLACE OF BIRTH | CITIZENSHIP | PERMANENT ADDRESS |
| WILLIAM M., JR. | SON | 6 SEPT. 53 - PANAMA CANAL ZONE | US | |
| PAUL E. | SON | 6 SEPT. '54 - PANAMA CANAL ZONE | US | |
| KAREN A. | DAUGHTER | 12 DEC. '55 - PANAMA PANAMA CITY | US | |
| | | | | |
| | | | | |
| | | | | |
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| | | | | |
| | | | | |
| | | | | |

| SECTION XI | PROFESSIONAL SOCIETIES AND OTHER ORGANIZATIONS | DATE OF M |
|---|---|---|
| NAME AND CHAPTER | ADDRESS (Number, Street, City, State, Country) | FROM |
| HERNDON ROTARY CLUB | HERNDON, VA. | 1961 |
| " | " " | 1967 |
| CATHOLIC ECONOMIC ASSOCIATION | WASHINGTON, D.C. | 1966 |
| CATHOLIC ASSN. FOR INT'L PEACE | WASHINGTON, D.C. | 1966 |
| FOREIGN POLICY ASSN OF N.O. | NEW ORLEANS, LA. | 1966 |
| INTERNATIONAL HOUSE | " " " | 1966 |
| | | |

| DATE | SIGNATURE OF EMPLOYEE |
|---|---|
| 9 January 1968 | [redacted] William M Kent |

SECRET

SECRET
(When Filled In)

**SECTION IV** — **GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL**

| NAME OF REGION OR COUNTRY | TYPE OF SPECIALIZED KNOWLEDGE | DATES OF TRAVEL OR RESIDENCE | DATE & PLACE OF STUDY | KNOWLEDGE ACQUIRED BY - - CHECK (X) RESIDENCE | TRAVEL | STUDY | WORK ASSIGNMENT |
|---|---|---|---|---|---|---|---|
| WESTERN EUROPE | CULTURAL | 1929 - 1939 | | ✓ | ✓ | | |
| JAPAN | CULTURAL | 1946-47-48 | | ✓ | ✓ | | ✓ |
| LATIN AMERICA | ECONOMIC, CULTURAL, POLITICAL | VARIOUS TIMES 1949-1964 | 1949 MEXICO | ✓ | ✓ | ✓ | ✓ |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |

**SECTION V** — **TYPING AND STENOGRAPHIC SKILLS**

1. TYPING (WPM): 60
2. SHORTHAND (WPM):
3. INDICATE SHORTHAND SYSTEM USED - - CHECK (X) APPROPRIATE ITEM: ☐ GREGG ☐ SPEEDWRITING ☐ STENOTYPE ☐ OTHER-SPECIFY:

4. INDICATE OTHER BUSINESS MACHINES WITH WHICH YOU HAVE HAD OPERATING EXPERIENCE OR TRAINING (comptometer, mimeograph, card punch, etc)

**SECTION VI** — **SPECIAL QUALIFICATIONS**

1. LIST ALL HOBBIES AND SPORTS IN WHICH YOU ARE ACTIVE OR HAVE ACTIVELY PARTICIPATED. INDICATE YOUR PROFICIENCY IN EACH.

CAMPING - GOOD
FISHING - GOOD
STAMP COLLECTING - GOOD
TROPICAL FISH - GOOD &
RAISING & SHOWING PUREBRED DOGS - GOOD
TRACK - FAIR

2. EXCLUDING BUSINESS EQUIPMENT OR MACHINES WHICH YOU MAY HAVE LISTED IN ITEM 4, SECTION V, LIST ANY SPECIAL SKILLS YOU POSSESS RELATING TO OTHER EQUIPMENT AND MACHINES SUCH AS OPERATION OF RADIO TRANSMITTERS (indicate CW speed, sending & receiving) OFFSET PRESS, TURRET LATHE, EDP AND OTHER SCIENTIFIC & PROFESSIONAL DEVICES.

3. ARE YOU NOW OR HAVE YOU EVER BEEN A LICENSED OR CERTIFIED MEMBER OF ANY TRADE OR PROFESSION SUCH AS PILOT, ELECTRICIAN, RADIO OPERATOR, TEACHER, LAWYER, CPA, MEDICAL TECHNICIAN, PSYCHOLOGIST, PHYSICIAN, ETC.? ☐ YES ☑ NO

4. IF YOU HAVE ANSWERED "YES" TO ITEM 3 ABOVE, INDICATE KIND OF LICENSE OR CERTIFICATION AND THE ISSUING STATE, MUNICIPALITY, ETC. (Provide license registry number if known)

5. FIRST LICENSE/CERTIFICATE (year of issue)

6. LATEST LICENSE/CERTIFICATE (year of issue)

7. LIST ANY SIGNIFICANT PUBLISHED MATERIALS OF WHICH YOU ARE THE AUTHOR (do NOT submit copies unless requested) INDICATE THE TITLE, PUBLICATION DATE, AND TYPE OF WRITING (non-fiction or scientific articles, general interest subjects, novels, short stories, etc)

8. INDICATE ANY DEVICES WHICH YOU HAVE INVENTED AND STATE WHETHER OR NOT THEY ARE PATENTED.

9. PUBLIC SPEAKING AND PUBLIC RELATIONS EXPERIENCE

HAVE BEEN A CANDIDATE IN NON-PARTISAN TOWN COUNCIL ELECTIONS — THIS REQUIRED VARIOUS PUBLIC APPEARANCES AND SPEECHES.

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**SECRET**
(When Filled In)

OFFICIAL USE ONLY (until filled in)

## QUALIFICATIONS SUPPLEMENT TO PERSONAL HISTORY STATEMENT

READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING. TYPE OR PRINT. AVOID USING LIGHT COLORED INKS.

**SECTION I** — BIOGRAPHIC AND POSITION DATA

| 1. EMP. SER. NO. | 2. NAME (Last-First-Middle) | 3. SEX | 4. DATE OF BIRTH | 5. SCHEDULE/GRADE/STEP |
|---|---|---|---|---|
| 059198 | [redacted] Kent, Wm. M. | M | 05/09/29 | GS-13-05 |

| 6. SD | 7. POSITION TITLE | 8. OFFICE OF ASSIGNMENT | 9. LOCATION (Country, City) |
|---|---|---|---|
| D | IOPS OFFICER | DOD | WASH., D.C. |

**SECTION II** — AGENCY OVERSEAS SERVICE

| AREA | TYPE TOUR | FROM | TO |
|---|---|---|---|
| PANAMA | PCS-XX | 52/06/01 | 56/05/01 |
| PANAMA | TDY-XX | 56/07/01 | 56/07/14 |
| CUBA — TOTAL 3 MONTHS | TDY-64 | 57/06/01 | 57/0[illegible]/01 |
| GUATEMALA Total 6-7 weeks | TDY-64 | 58/01/01 | 58/0[illegible]/01 |
| VENEZUELA | PCS-46 | 58/08/01 | ~~60/03/23~~ |
| WESTERN HEMISPHERE PERU | TDY-51 | 64/04/09 | 64/04/18 |

OVERSEAS DATA
CODED
DATE: 18 MAR 1968 INITIALS: FG.

**SECTION III** — EDUCATION

| DEGREE | MAJOR FIELD | COLLEGE | YEAR |
|---|---|---|---|
| | NO COLLEGE DEGREE ON RECORD | | |

FORM

**SECTION V** — **GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL**

| NAME OF REGION OR COUNTRY | TYPE OF SPECIALIZED KNOWLEDGE | DATES OF TRAVEL OR RESIDENCE | DATE & PLACE OF STUDY | KNOWLEDGE ACQUIRED BY--CHECK (X) | | | |
|---|---|---|---|---|---|---|---|
| | | | | RESIDENCE | TRAVEL | STUDY | WORK ASSIGNMENT |
| 1. | | | JAN 16 1 41 PM '69 | | | | |
| 2. | | | | | | | |

**SECTION VI** — **TYPING AND STENOGRAPHIC SKILLS**

| 1. TYPING *(WPM)* | 2. SHORTHAND *(WPM)* | 3. INDICATE SHORTHAND SYSTEM USED--CHECK (X) APPROPRIATE ITEM. |
|---|---|---|
| | | ☐ GREGG ☐ SPEEDWRITING ☐ STENOTYPE ☐ OTHER SPECIFY: |

**SECTION VII** — **SPECIAL QUALIFICATIONS**

PROVIDE INFORMATION ON HOBBIES, SPORTS, LICENSES, PUBLISHED MATERIALS OR DEVICES WHICH YOU MAY HAVE INVENTED.

**SECTION VIII** — **MILITARY SERVICE**

**CURRENT DRAFT STATUS**

| 1. HAS YOUR SELECTIVE SERVICE CLASSIFICATION CHANGED? ☐ YES ☐ NO | 2. NEW CLASSIFICATION |
|---|---|
| 3. LOCAL SELECTIVE SERVICE BOARD NUMBER AND ADDRESS | 4. IF DEFERRED, GIVE REASON |

**MILITARY RESERVE, NATIONAL GUARD STATUS**

CHECK RESERVE OR GUARD ORGANIZATION TO WHICH YOU BELONG ☐ ARMY ☐ NAVY ☐ MARINE CORPS ☐ AIR FORCE ☐ COAST GUARD ☐ NATIONAL GUARD ☐ AIR NATIONAL GUARD

| 1. CURRENT RANK, GRADE OR RATE | 2. DATE OF APPOINTMENT IN CURRENT RANK | 3. EXPIRATION DATE OF CURRENT OBLIGATION |
|---|---|---|
| | | |

4. CHECK CURRENT RESERVE CATEGORY ☐ READY RESERVE ☐ STANDBY *(active)* ☐ STANDBY *(inactive)* ☐ RETIRED ☐ DISCHARGED

| 5. MILITARY MOBILIZATION ASSIGNMENT | 6. RESERVE UNIT TO WHICH ASSIGNED OR ATTACHED |
|---|---|
| | |

**MILITARY SCHOOLS COMPLETED** *(Extended Active, Reserve Duty, or as Civilian)*

| NAME AND ADDRESS OF SCHOOL | STUDY OR SPECIALIZATION | DATE COMPLETED | |
|---|---|---|---|
| | | | ☐ RESIDENT |
| | | | ☐ AGENCY-SPONSORED |

**SECTION IX** — **PROFESSIONAL SOCIETIES AND OTHER ORGANIZATIONS**

| NAME AND CHAPTER | ADDRESS *(Number, Street, City, State, Country)* | DATE OF MEMBERSHIP FROM | TO |
|---|---|---|---|
| 1. | | | |
| 2. | | | |
| 3. | | | |

**SECTION X** — **REMARKS**

William M. Kent

| DATE | SIGNATURE O[redacted] |
|---|---|
| 31 December 1968 | |

LLC

SECRET

*(When Filled In)*

# QUALIFICATIONS UPDATE

**READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING, TYPE OR PRINT, AVOID USING LIGHT COLORED INKS**

*Now that your qualifications are a matter of computer record, they must be periodically updated. This is done automatically for much information; however, some must be obtained directly from you. This form is for that purpose.*

*Section I must be completed in all cases. You need provide other information* **only if there have been changes** *since you submitted your Form 444j, "Qualifications Supplement to the Personal History Statement," or a previous update form.*

*If you are in doubt whether information has been previously submitted, enter it in the appropriate section. The signed and dated form should be returned through administrative channels to the File Room, Office of Personnel, Room 5E-13 Headquarters, whether information is added or not.*

*Additionally, a qualifications update may take place at any time there is information to be added or changed simply by completing and returning an update form on your initiative.*

## SECTION I — BIOGRAPHIC AND POSITION DATA

| EMP. SER. NO. | NAME | DATE OF BIRTH |
|---|---|---|
| 059198 | [redacted] Kent, William M | 05/09/29 |

## SECTION II — EDUCATION

### HIGH SCHOOL

| LAST HIGH SCHOOL ATTENDED | ADDRESS (*City, State, Country*) | YEARS ATTENDED (*From-To*) | GRADUATE ☐ YES ☐ NO |
|---|---|---|---|
| | | | |

### COLLEGE OR UNIVERSITY STUDY

| NAME AND LOCATION OF COLLEGE OR UNIVERSITY | SUBJECT | | YEARS ATTENDED FROM--TO-- | DEGREE RECEIVED | YEAR RECEIVED | NO. SEM/QTR. HRS. (*Specify*) |
|---|---|---|---|---|---|---|
| | MAJOR | MINOR | | | | |
| 1. | | | | | | |
| 2. | | | | | | |

IF A GRADUATE DEGREE HAS BEEN NOTED ABOVE WHICH REQUIRED SUBMISSION OF A WRITTEN THESIS, INDICATE THE TITLE OF THE THESIS AND BRIEFLY DESCRIBE ITS CONTENT.

### TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS

| NAME AND ADDRESS OF SCHOOL | STUDY OR SPECIALIZATION | FROM | TO | NO. OF MONTHS |
|---|---|---|---|---|
| | | | | |

### OTHER NON-AGENCY EDUCATION OR TRAINING NOT INDICATED ABOVE

| NAME AND ADDRESS OF SCHOOL | STUDY OR SPECIALIZATION | FROM | TO | NO. OF MONTHS |
|---|---|---|---|---|
| 1. | | | | |
| 2. | | | | |

## SECTION III — MARITAL STATUS

1. PRESENT STATUS (*Single, Married, Widowed, Separated, Divorced, Annulled, Remarried*) SPECIFY:

2. NAME OF SPOUSE (*Last*) (*First*) (*Middle*) (*Maiden*)

| 3. DATE OF BIRTH | 4. PLACE OF BIRTH (*City, State, Country*) |
|---|---|
| | |

| 5. OCCUPATION | 6. PRESENT EMPLOYER |
|---|---|
| | |

| 7. CITIZENSHIP | 8. FORMER CITIZENSHIP(S) COUNTRY(IES) | 9. DATE U.S. CITIZENSHIP ACQUIRED |
|---|---|---|
| | | |

## SECTION IV — DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE

| NAME | RELATIONSHIP | DATE AND PLACE OF BIRTH | CITIZENSHIP | PERMANENT ADDRESS |
|---|---|---|---|---|
| 1. ☐ ADD ☐ DELETE | | | | |
| 2. ☐ ADD ☐ DELETE | | | | |

FORM

SECRET

**SECTION V — GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL**

| NAME OF REGION OR COUNTRY | TYPE OF SPECIALIZED KNOWLEDGE | DATES OF TRAVEL OR RESIDENCE | DATE & PLACE OF STUDY | KNOWLEDGE ACQUIRED BY--CHECK (X) | | | |
|---|---|---|---|---|---|---|---|
| | | | | RESIDENCE | TRAVEL | STUDY | WORK ASSIGNMENT |
| 1. | | | | | | | |
| 2. | | | | | | | |

OFFICE OF PERSONNEL

APR 6 1 42 PM '71

**SECTION VI — TYPING AND STENOGRAPHIC SKILLS**

1. TYPING (WPM)
2. SHORTHAND (WPM)
3. INDICATE SHORTHAND SYSTEM USED--CHECK (X) APPROPRIATE ITEM.
☐ GREGG ☐ SPEEDWRITING ☐ STENOTYPE ☐ OTHER SPECIFY:

MAIL ROOM

**SECTION VII — SPECIAL QUALIFICATIONS**

PROVIDE INFORMATION ON HOBBIES, SPORTS, LICENSES, PUBLISHED MATERIALS OR DEVICES WHICH YOU MAY HAVE INVENTED.

**SECTION VIII — MILITARY SERVICE**

**CURRENT DRAFT STATUS**

1. HAS YOUR SELECTIVE SERVICE CLASSIFICATION CHANGED? ☐ YES ☒ NO
2. NEW CLASSIFICATION
3. LOCAL SELECTIVE SERVICE BOARD NUMBER AND ADDRESS
4. IF DEFERRED, GIVE REASON

**MILITARY RESERVE, NATIONAL GUARD STATUS**

CHECK RESERVE OR GUARD ORGANIZATION TO WHICH YOU BELONG ☐ ARMY ☐ NAVY ☐ MARINE CORPS ☐ AIR FORCE ☐ COAST GUARD ☐ NATIONAL GUARD ☐ AIR NATIONAL GUARD

1. CURRENT RANK, GRADE OR RATE
2. DATE OF APPOINTMENT IN CURRENT RANK
3. EXPIRATION DATE OF CURRENT OBLIGATION
4. CHECK CURRENT RESERVE CATEGORY ☐ READY RESERVE ☐ STANDBY (active) ☐ STANDBY (inactive) ☐ RETIRED ☐ DISCHARGED
5. MILITARY MOBILIZATION ASSIGNMENT
6. RESERVE UNIT TO WHICH ASSIGNED OR ATTACHED

**MILITARY SCHOOLS COMPLETED** *(Extended Active, Reserve Duty, or as Civilian)*

| NAME AND ADDRESS OF SCHOOL | STUDY OR SPECIALIZATION | DATE COMPLETED | |
|---|---|---|---|
| | | | RESIDENT |
| | | | AGENCY-SPONSORED |

**SECTION IX — PROFESSIONAL SOCIETIES AND OTHER ORGANIZATIONS**

| NAME AND CHAPTER | ADDRESS (Number, Street, City, State, Country) | DATE OF MEMBERSHIP FROM | TO |
|---|---|---|---|
| 1. Herndon Rotary Club | Herndon, Va. | 1967 | Present |
| 2. Herndon Citizens Assn. | Herndon, Va. | 1969 | Present |
| 3. | | | |

**SECTION X — REMARKS**

DATE: 5 April 1971

SIGNATURE OF EMPLOYEE: William M. Kerr

SECRET
*(When Filled In)*

PLW

# QUALIFICATIONS UPDATE

**READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING, TYPE OR PRINT, AVOID USING LIGHT COLORED INKS**

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*Additionally, a qualifications update may take place at any time there is information to be added or changed simply by completing and returning an update form on your initiative.*

**SECTION I** — **BIOGRAPHIC AND POSITION DATA**

| EMP. SER. NO. | NAME (Last-First-Middle) | DATE OF BIRTH | SD | GRADE |
|---|---|---|---|---|
| 059198 | Kent, William M. | 05/09/29 | D | GS-14 |

**SECTION II** — **EDUCATION**

**HIGH SCHOOL**

| LAST HIGH SCHOOL ATTENDED | ADDRESS (City, State, Country) | YEARS ATTENDED (From-To) | GRADUATE ☐ YES ☐ NO |
|---|---|---|---|
| | | | |

**COLLEGE OR UNIVERSITY STUDY**

| NAME AND LOCATION OF COLLEGE OR UNIVERSITY | SUBJECT | | YEARS ATTENDED FROM--TO-- | DEGREE RECEIVED | YEAR RECEIVED | NO. SEM/QTR. HRS. (Specify) |
|---|---|---|---|---|---|---|
| | MAJOR | MINOR | | | | |
| 1. | | | | | | |
| 2. | | | | | | |

IF A GRADUATE DEGREE HAS BEEN NOTED ABOVE WHICH REQUIRED SUBMISSION OF A WRITTEN THESIS, INDICATE THE TITLE OF THE THESIS AND BRIEFLY DESCRIBE ITS CONTENT.

**TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS**

| NAME AND ADDRESS OF SCHOOL | STUDY OR SPECIALIZATION | FROM | TO | NO. OF MONTHS |
|---|---|---|---|---|
| | | | | |

**OTHER NON-AGENCY EDUCATION OR TRAINING NOT INDICATED ABOVE**

| NAME AND ADDRESS OF SCHOOL | STUDY OR SPECIALIZATION | FROM | TO | NO. OF MONTHS |
|---|---|---|---|---|
| 1. | | | | |
| 2. | | | | |

**SECTION III** — **MARITAL STATUS**

1. PRESENT STATUS *(Single, Married, Widowed, Separated, Divorced, Annulled, Remarried)* SPECIFY:

2. NAME OF SPOUSE *(Last)* *(First)* *(Middle)* *(Maiden)*

3. DATE OF BIRTH

4. PLACE OF BIRTH *(City, State, Country)*

5. OCCUPATION

6. PRESENT EMPLOYER

7. CITIZENSHIP

8. FORMER CITIZENSHIP(S) COUNTRY(IES)

9. DATE U.S. CITIZENSHIP ACQUIRED

**SECTION IV** — **DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE**

| NAME | RELATIONSHIP | DATE AND PLACE OF BIRTH | CITIZENSHIP | PERMANENT ADDRESS |
|---|---|---|---|---|
| 1. ☒ ADD ☐ DELETE Beatrice Kent | Mother | 30 Apr. 1901-Italy | U.S. | Same as employee |
| 2. ☐ ADD ☐ DELETE | | | | |

**SECRET**
*(When Filled In)*

**SECTION V** — **GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL**

| NAME OF REGION OR COUNTRY | TYPE OF SPECIALIZED KNOWLEDGE | DATES OF TRAVEL OR RESIDENCE | DATE & PLACE OF STUDY | KNOWLEDGE ACQUIRED BY--CHECK (X) RESIDENCE | TRAVEL | STUDY | WORK ASSIGNMENT |
|---|---|---|---|---|---|---|---|
| 1. | | JAN 11 3 32 PM '72 | | | | | |
| 2. | | | | | | | |

**SECTION VI** — **TYPING AND STENOGRAPHIC SKILLS**

1. TYPING (*WPM*)
2. SHORTHAND (*WPM*)
3. INDICATE SHORTHAND SYSTEM USED--CHECK (X) APPROPRIATE ITEM.
☐ GREGG ☐ SPEEDWRITING ☐ STENOTYPE ☐ OTHER SPECIFY:

**SECTION VII** — **SPECIAL QUALIFICATIONS**

PROVIDE INFORMATION ON HOBBIES, SPORTS, LICENSES, PUBLISHED MATERIALS OR DEVICES WHICH YOU MAY HAVE INVENTED.

**SECTION VIII** — **MILITARY SERVICE**

**CURRENT DRAFT STATUS**

1. HAS YOUR SELECTIVE SERVICE CLASSIFICATION CHANGED? ☐ YES ☐ NO
2. NEW CLASSIFICATION
3. LOCAL SELECTIVE SERVICE BOARD NUMBER AND ADDRESS
4. IF DEFERRED, GIVE REASON

**MILITARY RESERVE, NATIONAL GUARD STATUS**

CHECK RESERVE OR GUARD ORGANIZATION TO WHICH YOU BELONG ☐ ARMY ☐ NAVY ☐ MARINE CORPS ☐ AIR FORCE ☐ COAST GUARD ☐ NATIONAL GUARD ☐ AIR NATIONAL GUARD

1. CURRENT RANK, GRADE OR RATE
2. DATE OF APPOINTMENT IN CURRENT RANK
3. EXPIRATION DATE OF CURRENT OBLIGATION
4. CHECK CURRENT RESERVE CATEGORY ☐ READY RESERVE ☐ STANDBY (*active*) ☐ STANDBY (*inactive*) ☐ RETIRED ☐ DISCHARGED
5. MILITARY MOBILIZATION ASSIGNMENT
6. RESERVE UNIT TO WHICH ASSIGNED OR ATTACHED

**MILITARY SCHOOLS COMPLETED** (*Extended Active, Reserve Duty, or as Civilian*)

| NAME AND ADDRESS OF SCHOOL | STUDY OR SPECIALIZATION | DATE COMPLETED | RESIDENT / AGENCY-SPONSORED |
|---|---|---|---|
| | | | |

**SECTION IX** — **PROFESSIONAL SOCIETIES AND OTHER ORGANIZATIONS**

| NAME AND CHAPTER | ADDRESS (*Number, Street, City, State, Country*) | DATE OF MEMBERSHIP FROM | TO |
|---|---|---|---|
| 1. HERNDON ROTARY CLUB | HERNDON, VA | 1961 | PRESENT |
| 2. HERNDON CITIZENS ASSN. | " " | 1969 | PRESENT |
| 3. | | | |

**SECTION X** — **REMARKS**

DATE: 10 January 1972

SIGNATURE OF EMPLOYEE: William M. Kent

SECRET
(When Filled In)

# QUALIFICATIONS UPDATE

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*Additionally, a qualifications update may take place at any time there is information to be added or changed simply by completing and returning an update form on your initiative.*

**SECTION I — BIOGRAPHIC AND POSITION DATA**

| EMP. SER. NO. | NAME (Last-First-Middle) | DATE OF BIRTH | SD | GRADE |
|---|---|---|---|---|
| 059198 | Kent, William | 05/09/29 | D | 14 |

**SECTION II — EDUCATION**

**HIGH SCHOOL**

| LAST HIGH SCHOOL ATTENDED | ADDRESS (City, State, Country) | YEARS ATTENDED (From-To) | GRADUATE ☐ YES ☐ NO |
|---|---|---|---|
| | | | |

**COLLEGE OR UNIVERSITY STUDY**

| NAME AND LOCATION OF COLLEGE OR UNIVERSITY | SUBJECT | | YEARS ATTENDED FROM--TO-- | DEGREE RECEIVED | YEAR RECEIVED | NO. SEM/QTR. HRS. (Specify) |
|---|---|---|---|---|---|---|
| | MAJOR | MINOR | | | | |
| 1. | | | | | | |
| 2. | | | | | | |

IF A GRADUATE DEGREE HAS BEEN NOTED ABOVE WHICH REQUIRED SUBMISSION OF A WRITTEN THESIS, INDICATE THE TITLE OF THE THESIS AND BRIEFLY DESCRIBE ITS CONTENT.

**TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS**

| NAME AND ADDRESS OF SCHOOL | STUDY OR SPECIALIZATION | FROM | TO | NO. OF MONTHS |
|---|---|---|---|---|
| | | | | |

**OTHER NON-AGENCY EDUCATION OR TRAINING NOT INDICATED ABOVE**

| NAME AND ADDRESS OF SCHOOL | STUDY OR SPECIALIZATION | FROM | TO | NO. OF MONTHS |
|---|---|---|---|---|
| 1. | | | | |
| 2. | | | | |

**SECTION III — MARITAL STATUS**

1. PRESENT STATUS (Single, Married, Widowed, Separated, Divorced, Annulled Remarried) SPECIFY:

2. NAME OF SPOUSE (Last) (First) (Middle) (Maiden)

3. DATE OF BIRTH | 4. PLACE OF BIRTH (City, State, Country)

5. OCCUPATION | 6. PRESENT EMPLOYER

7. CITIZENSHIP | 8. FORMER CITIZENSHIP(S) COUNTRY(IES) | 9. DATE U.S. CITIZENSHIP ACQUIRED

**SECTION IV — DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE**

| | NAME | RELATIONSHIP | DATE AND PLACE OF BIRTH | CITIZENSHIP | PERMANENT ADDRESS |
|---|---|---|---|---|---|
| 1. | ☑ ADD ☐ DELETE BEATRICE KENT | MOTHER | APRIL 30, 1901 MONZA ITALY | U.S. | 11450 NO. SHORE DRIVE RESTON, VA. - APT. 317 |
| 2. | ☐ ADD ☐ DELETE | | | | |

SECRET
*(When Filled In)*

**GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL**

| ...SION ...RY | TYPE OF SPECIALIZED KNOWLEDGE | DATES OF TRAVEL OR RESIDENCE | DATES & PLACE OF STUDY | KNOWLEDGE ACQUIRED BY--CHECK (X): RESIDENCE | TRAVEL | STUDY | WORK ASSIGNMENT |
|---|---|---|---|---|---|---|---|
| | | | | | | | |
| | | | | | | | |

OFFICE OF PERSONNEL
FEB 27 11 32 AM '73
MAIL ROOM

**TYPING AND STENOGRAPHIC SKILLS**

...) | 2. SHORTHAND (*WPM*) | 3. INDICATE SHORTHAND SYSTEM USED--CHECK (X) APPROPRIATE ITEM.
☐ GREGG ☐ SPEEDWRITING ☐ STENOTYPE ☐ OTHER SPECIFY:

**SPECIAL QUALIFICATIONS**

...ATION ON HOBBIES, SPORTS, LICENSES, PUBLISHED MATERIALS OR DEVICES WHICH YOU MAY HAVE INVENTED.

**MILITARY SERVICE**

**CURRENT DRAFT STATUS**

...ELECTIVE SERVICE CLASSIFICATION CHANGED? ☐ YES ☐ NO | 2. NEW CLASSIFICATION

...CTIVE SERVICE BOARD NUMBER AND ADDRESS | 4. IF DEFERRED, GIVE REASON

**MILITARY RESERVE, NATIONAL GUARD STATUS**

...VE OR GUARD ORGANI-...HICH YOU BELONG: ☐ ARMY ☐ NAVY ☐ MARINE CORPS ☐ AIR FORCE ☐ COAST GUARD ☐ NATIONAL GUARD ☐ AIR NATIONAL GUARD

...NK, GRADE OR RATE | 2. DATE OF APPOINTMENT IN CURRENT RANK | 3. EXPIRATION DATE OF CURRENT OBLIGATION

...ENT RESERVE CATEGORY ☐ READY RESERVE ☐ STANDBY (*active*) ☐ STANDBY (*inactive*) ☐ RETIRED ☐ DISCHARGED

...OBILIZATION ASSIGNMENT | 5. RESERVE UNIT TO WHICH ASSIGNED OR ATTACHED

**MILITARY SCHOOLS COMPLETED** *(Extended Active, Reserve Duty, or as Civilian)*

| ...AME AND ADDRESS OF SCHOOL | STUDY OR SPECIALIZATION | DATE COMPLETED | |
|---|---|---|---|
| | | | ☐ RESIDENT<br>☐ AGENCY-SPONSORED |

**PROFESSIONAL SOCIETIES AND OTHER ORGANIZATIONS**

| ... AND CHAPTER | ADDRESS *(Number, Street, City, State, Country)* | DATE OF MEMBERSHIP FROM | TO |
|---|---|---|---|
| | | | |
| | | | |
| | | | |

**REMARKS**

...b. 1973 | SIGNATURE OF EMPLOYEE: William M. Kerr

SECRET

BWS

SECRET
*(When Filled In)*

# QUALIFICATIONS UPDATE

**READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING, TYPE OR PRINT, AVOID USING LIGHT COLORED INKS**

*Now that your qualifications are a matter of computer record, they must be periodically updated. This is done automatically for much information; however, some must be obtained directly from you. This form is for that purpose. Section I must be completed in all cases. You need provide other information only if there have been changes since you submitted your Form 444j, "Qualifications Supplement to the Personal History Statement," or a previous update form. If you are in doubt whether information has been previously submitted, enter it in the appropriate section. The signed and dated form should be returned through administrative channels to the File Room, Office of Personnel, Room 5E-13 Headquarters, whether information is added or not.*

*Additionally, a qualifications update may take place at any time there is information to be added or changed simply by completing and returning an update form on your initiative.*

## SECTION I — BIOGRAPHIC AND POSITION DATA

| EMP. SER. NO. | NAME *(Last-First-Middle)* | DATE OF BIRTH | SD | GRADE |
|---|---|---|---|---|
| 059198 | Kent, William | 05/09/29 | D | GS-14 |

## SECTION II — EDUCATION

### HIGH SCHOOL

| LAST HIGH SCHOOL ATTENDED | ADDRESS *(City, State, Country)* | YEARS ATTENDED *(From-To)* | GRADUATE ☐ YES ☐ NO |
|---|---|---|---|
| | | | |

### COLLEGE OR UNIVERSITY STUDY

| | NAME AND LOCATION OF COLLEGE OR UNIVERSITY | SUBJECT MAJOR | SUBJECT MINOR | YEARS ATTENDED FROM--TO-- | DEGREE RECEIVED | YEAR RECEIVED | NO. SEM/QTR. HRS. *(Specify)* |
|---|---|---|---|---|---|---|---|
| 1. | | | | | | | |
| 2. | | | | | | | |

IF A GRADUATE DEGREE HAS BEEN NOTED ABOVE WHICH REQUIRED SUBMISSION OF A WRITTEN THESIS, INDICATE THE TITLE OF THE THESIS AND BRIEFLY DESCRIBE ITS CONTENT.

### TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS

| NAME AND ADDRESS OF SCHOOL | STUDY OR SPECIALIZATION | FROM | TO | NO. OF MONTHS |
|---|---|---|---|---|
| | | | | |

### OTHER NON-AGENCY EDUCATION OR TRAINING NOT INDICATED ABOVE

| | NAME AND ADDRESS OF SCHOOL | STUDY OR SPECIALIZATION | FROM | TO | NO. OF MONTHS |
|---|---|---|---|---|---|
| 1. | | | | | |
| 2. | | | | | |

## SECTION III — MARITAL STATUS

1. PRESENT STATUS *(Single, Married, Widowed, Separated, Divorced, Annulled Remarried)* SPECIFY:
2. NAME OF SPOUSE *(Last)* *(First)* *(Middle)* *(Maiden)*
3. DATE OF BIRTH
4. PLACE OF BIRTH *(City, State, Country)*
5. OCCUPATION
6. PRESENT EMPLOYER
7. CITIZENSHIP
8. FORMER CITIZENSHIP(S) COUNTRY(IES)
9. DATE U.S. CITIZENSHIP ACQUIRED

## SECTION IV — DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE

| | NAME | RELATIONSHIP | DATE AND PLACE OF BIRTH | CITIZENSHIP | PERMANENT ADDRESS |
|---|---|---|---|---|---|
| 1. | ☒ ADD ☐ DELETE BEATRICE KENT | MOTHER | 30 APRIL 1901 MONZA, ITALY | U.S. | 11450 NO. SHORE DRIVE RESTON, VA. |
| 2. | ☐ ADD ☐ DELETE | | | | |

SECRET
(When Filled In)

# REQUEST FOR MEDICAL EVALUATION

1. DATE OF REQUEST: 19 June 1970

2. NAME (Last, First, Middle): KENT, William M.

3. POSITION TITLE: C/WH/3/Peru

4. GRADE: GS-14

5. OFFICE, DIVISION, BRANCH: DDP/WH/3

6. EMPLOYEE'S EXT.: 6223

7. PURPOSE OF EVALUATION

- [ ] PRE-EMPLOYMENT
- [ ] ENTRANCE ON DUTY
- [x] XX TDY STANDBY
- [ ] SPECIAL TRAINING
- [ ] ANNUAL
- [ ] RETURN TO DUTY
- [ ] FITNESS FOR DUTY
- [ ] MEDICAL RETIREMENT
- [ ] HDQS/TDY
- [ ] OVERSEAS ASSIGNMENT

| | |
|---|---|
| ETD | |
| STATION | |
| TDY OR PCS | |
| TYPE OF COVER | |
| NO. OF DEPENDENTS TO ACCOMPANY | |
| NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY ATTACHED | |

- [ ] RETURN FROM OVERSEAS

| | |
|---|---|
| ETA | |
| STATION | |
| NO. OF DEP.'S | |

8. OVERSEAS PLANNING EVALUATION (One block must be checked)

- [ ] YES
- [ ] NO

9. REQUESTING OFFICER

SIGNATURE: Judy Kassler

ROOM NO. & BUILDING: 3 D 3102

EXT.: 5671

10. COMMENTS

11. REPORT OF EVALUATION

Qualified for tdy standby untilFeb. 1972.

DATE: 11 Sept/ 1970

SIGNATURE FOR CHIEF OF MEDICAL STAFF: Don Farley PRO/OMS

FORM 2-69 259 USE PREVIOUS EDITIONS.

SECRET

SECRET
(When Filled In)

# REQUEST FOR MEDICAL EVALUATION

1. DATE OF REQUEST: 25 April 1975

2. NAME (Last, First, Middle): Kent, William M.

3. POSITION TITLE: Ops Officer

4. GRADE: GS-14

5. OFFICE, DIVISION, BRANCH: DDO/WOCOG

6. EMPLOYEE'S EXT.: 9464

7. PURPOSE OF EVALUATION

- [ ] PRE-EMPLOYMENT
- [ ] ENTRANCE ON DUTY
- [XX] TDY STANDBY
- [ ] SPECIAL TRAINING
- [ ] ANNUAL
- [ ] RETURN TO DUTY
- [ ] FITNESS FOR DUTY
- [ ] MEDICAL RETIREMENT
- [ ] HDQS/TDY
- [ ] OVERSEAS ASSIGNMENT

ETD:
STATION:
TDY OR PCS:
TYPE OF COVER:
NO. OF DEPENDENTS TO ACCOMPANY:
NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY ATTACHED:

- [ ] RETURN FROM OVERSEAS

ETA:
STATION:
NO. OF DEP.'S:

8. OVERSEAS PLANNING EVALUATION (One block must be checked)

- [ ] YES
- [ ] NO

9. REQUESTING OFFICER

SIGNATURE: Kathy Hill
Kathy Hill, LA/Trng

ROOM NO. & BUILDING: 3D6317 Hqs

EXT.: 7431

10. COMMENTS

11. REPORT OF EVALUATION

Qualified for TDY Standby until 1 November 1976.

DATE: 28 May 1975

SIGNATURE FOR CHIEF OF MEDICAL STAFF: William F. Golder, OMS/pro

FORM 259 USE PREVIOUS

SECRET

XX SECRET ☐ CONFIDENTIAL ☐ INTERNAL USE ONLY ☐ UNCLASSIFIE[D]

# REQUEST FOR MEDICAL EVALUATION

*(SCREENED AREAS WILL BE COMPLETED BY OMS)*

| OMS DATE | 1. REQUEST DATE *(DA-MO-YR)* | 2. APPLICANT - HAS APPLICANT PREVIOUSLY BE[EN] SEEN BY OMS | |
|---|---|---|---|
| | 28 Oct. 76 | X YES ☐ NO | DEPENDENT(S) x EMPLOYEE |

| 3. NAME *(Last, First, Middle)* | 4. SOCIAL SECURITY NO. | 5. CHART NO. | 6. DOB *(DA-MO-YR)* | 7. SEX |
|---|---|---|---|---|
| Kent, William M. | 058-22-8472 | | 09 05 29 | M |

| 8. GRADE | 9. AFFILIATION CD | 10. DIRECTORATE/OFFICE/DIVISION | 11. EMP. EXT. | 12. POSITION TITLE |
|---|---|---|---|---|
| GS-15 | | DDO/CMS/NOC | 4103 | Deputy Chief, NOC Bran[ch] |

*COMPLETE 13-19 FOR EACH DEPENDENT TO ACCOMPANY OR RETURN WITH EMPLOYEE ONLY IF 2 IS CHECKED "DEPENDENT(S)"*

| 13. DEPENDENT NAME *(L-F-M)* | 14. SOC SEC NO. | 15. CHART NO. | 16. DOB *(DMY)* | 17. SEX | 18. RELATIONSHIP | 19. DEPENDE[NT] PREVIOUSL[Y SEEN] BY OMS |
|---|---|---|---|---|---|---|
| | | | | | | |

**20. REQUESTED ACTION** *(more than one action is acceptable)*

| | | | | | |
|---|---|---|---|---|---|
| APPLICANT: | | PRE-EMPLOYMENT | | EOD | |
| ASSIGNMENTS | | O/S PCS | STATION | ETO/ETA *(DA-MO-YR)* | NO. OF DEPENDENTS TO ACCOMPANY OR RETURN |
| | X | O/S TDY | TYPE COVER | POSITION | |
| | | O/S RETURNEE | | FITNESS FOR DUTY | OTHER *(specify)* |
| | X | O/S TDY STANDBY | | RETURN TO DUTY | |
| | | O/S PLANNING | | SPECIAL TRAINING | |
| SEPARATION: | | RETIREMENT | | MDR/CIARDS | |
| ROUTINE | | REGULAR ANNUAL | | EXECUTIVE ANNUAL | MDR/CSC · MPT/PHE |

21. COMMENTS

| 22. REQUESTING DIRECTORATE/OFFICE/DIV | 23. ROOM/BLDG | 24. EXTENSION | 25. SIGNATURE OF REQUESTING OFFICER |
|---|---|---|---|
| DDO/CMS/NOC | GG 2709 | 4103 | William M. Kent |

## FOR OMS USE ONLY

**FOR APPLICANTS**

| | |
|---|---|
| | APPROVE PROCESSING FOR EOD |
| | HOLD PENDING RECEIPT OF ADDITIONAL MEDICAL INFORMATION *(form letter attached)* |
| | REQUEST PRE-EMP. MEDICAL EVALUATION |
| | OTHER *(see comments)* |

COMMENTS

TDY

DATE OMS SIGNATURE

**FOR OTHER ACTIONS**

| REQUESTED ACTION | QUAL | COND QUAL | DEFER | DISQUAL |
|---|---|---|---|---|
| ~~TDY Stdby~~ | XX | | | |
| | | | | |
| | | | | |

OMS ASSIGNABILITY CODE 2B

EXAMINATION FACILITY 1A

COMMENTS

Expires 1 November 1978.

7 January 1977
William T. Golder, OMS/PEO

Nov 23 0845

DATE OMS SIGNATURE

☐ SECRET ☐ CONFIDENTIAL ☐ INTERNAL USE ONLY ☐ UNCLASSIFIED

# REQUEST FOR MEDICAL EVALUATION

*(SCREENED AREAS WILL BE COMPLETED BY OMS)*

| OMS DATE | 1. REQUEST DATE *(DA-MO-YR)* | 2. | APPLICANT - HAS APPLICANT PREVIOUSLY BEEN SEEN BY OMS ☐ YES ☐ NO |
|---|---|---|---|
| | | | DEPENDENT(S) / EMPLOYEE |

| 3. NAME *(Last, First, Middle)* | 4. SOCIAL SECURITY NO. | 5. CHART NO. | 6. DOB *(DA-MO-YR)* | 7. SEX |
|---|---|---|---|---|
| | | | | |

| 8. GRADE | 9. AFFILIATION CD | 10. DIRECTORATE/OFFICE/DIVISION | 11. EMP. EXT. | 12. POSITION TITLE |
|---|---|---|---|---|
| | | | | |

*COMPLETE 13-19 FOR EACH DEPENDENT TO ACCOMPANY OR RETURN WITH EMPLOYEE ONLY IF 2 IS CHECKED "DEPENDENT(S)"*

| 13. DEPENDENT NAME *(L-F-M)* | 14. SOC SEC NO. | 15. CHART NO. | 16. DOB *(DMY)* | 17. SEX | 18. RELATIONSHIP | 19. DEPENDENT PREVIOUSLY SEEN BY OMS *(yes - no)* |
|---|---|---|---|---|---|---|
| | | | | | | |

**20. REQUESTED ACTION** *(more than one action is acceptable)*

| | | | | | | |
|---|---|---|---|---|---|---|
| APPLICANT: | | PRE-EMPLOYMENT | | EOD | | |
| ASSIGNMENTS: | | O/S PCS | STATION | ETD/ETA *(DA-MO-YR)* | NO. OF DEPENDENTS TO ACCOMPANY OR RETURN | |
| | | O/S TDY | TYPE COVER | POSITION | | |
| | | O/S RETURNEE | | FITNESS FOR DUTY | | OTHER *(specify)* |
| | | O/S TDY STANDBY | | RETURN TO DUTY | | |
| | | O/S PLANNING | | SPECIAL TRAINING | | |
| SEPARATION: | | RETIREMENT | | MDR/CIARDS | | MDR/CSC |
| ROUTINE | | REGULAR ANNUAL | | EXECUTIVE ANNUAL | | MPT/PHE |

21. COMMENTS

| 22. REQUESTING DIRECTORATE/OFFICE/DIV | 23. ROOM/BLDG | 24. EXTENSION | 25. SIGNATURE OF REQUESTING OFFICER |
|---|---|---|---|
| | | | |

## FOR OMS USE ONLY

**FOR APPLICANTS**

| | |
|---|---|
| | APPROVE PROCESSING FOR EOD |
| | HOLD PENDING RECEIPT OF ADDITIONAL MEDICAL INFORMATION *(form letter attached)* |
| | REQUEST PRE-EMP. MEDICAL EVALUATION |
| | OTHER *(see comments)* |

COMMENTS

DATE OMS SIGNATURE

**FOR OTHER ACTIONS**

| REQUESTED ACTION | QUAL | COND QUAL | DEFER | DISQUAL |
|---|---|---|---|---|
| BIANNUAL | XX | | | |
| | | | | |
| | | | | |

OMS ASSIGNABILITY CODE 2B EXAMINATION FACILITY

COMMENTS

Next Bi-annual due 1 November 1979.

12 January 1978
James J. Graham, OMS/PEO

DATE OMS SIGNATURE

☐ SECRET ☐ CONFIDENTIAL ☒ INTERNAL USE ONLY ☐ UNCLASSIFIED

# REQUEST FOR PCS OVERSEAS EVALUATION

| OMS DATE | 1. REQUEST DATE (DA-MO-YR) | 2. APPLICANT - HAS APPLICANT PREVIOUSLY BEEN SEEN BY OMS ☐ YES ☐ NO |
|---|---|---|
| | 8 May 78 | DEPENDENT(S) ☒ EMPLOYEE |

| 3. NAME (Last, First, Middle) | 4. SOCIAL SECURITY NO. | 5. | 6. DOB (DA-MO-YR) | 7. SEX |
|---|---|---|---|---|
| Kent, William M. | 053-22-8477 | [redacted] | 9 May 29 | M |

| 8. GRADE | 9. AFFILIATION CD | 10. DIRECTORATE/OFFICE/DIVISION | 11. EMP. EXT. | 12. POSITION TITLE |
|---|---|---|---|---|
| GS-15 | All | DDO/OED/NOC | 4103 | Operations Officer |

COMPLETE 13-19 FOR EACH DEPENDENT TO ACCOMPANY OR RETURN WITH EMPLOYEE ONLY IF 2 IS CHECKED "DEPENDENT(S)"

| 13. DEPENDENT NAME (L-F-M) | 14. SOC SEC NO. | [redacted] | 16. DOB (DMY) | 17. SEX | 18. RELATIONSHIP | 19. DEPENDENT PREVIOUSLY SEEN BY OMS (yes - no) |
|---|---|---|---|---|---|---|
| | | | | | | |

20. REQUESTED ACTION (more than one action is acceptable)

| | | | | | | |
|---|---|---|---|---|---|---|
| APPLICANT: | | PRE-EMPLOYMENT | | EOD | | |
| ASSIGNMENTS: | | O/S PCS | STATION | ETD/ETA (DA-MO-YR) | NO. OF DEPENDENTS TO ACCOMPANY OR RETURN | |
| | | O/S TDY | TYPE COVER | POSITION | | |
| | | O/S RETURNEE | | FITNESS FOR DUTY | | OTHER (specify) |
| | | O/S TDY STANDBY | | RETURN TO DUTY | | |
| | | O/S PLANNING | | SPECIAL TRAINING | | |
| SEPARATION: | XX | RETIREMENT | | MDR/CIARDS | | MDR/CSC |
| ROUTINE | | REGULAR ANNUAL | | EXECUTIVE ANNUAL | | MPT/PHE |

21. COMMENTS

Mr. Kent is retiring effective 30 June 1978.

| 22. REQUESTING DIRECTORATE/OFFICE/DIV | 23. ROOM/BLDG | 24. EXTENSION | 25. SIGNATURE OF REQUESTING OFFICER |
|---|---|---|---|
| DDO/PCS/CSS/Personnel | 1 D 4135 Hq | 7335 | Robert F. O'Sahen |

26. OFFICE OF SECURITY DISPOSITION

27. OVERSEAS CANDIDATE REVIEW PANEL DISPOSITION

RETIREMENT XX

Retiree exam completed.

15 June 1978 James J. Graham PSD/OMS

# DECLARATION OF APPOINTEE

This form is to be completed before entrance on duty. Answer all questions. Any false statement in thi[s] declaration will be grounds for cancellation of application or dismissal after appointment. Impersonation is a criminal offense and will be prosecuted accordingly.

**1. PRESENT ADDRESS** *(street and number, city and State)*
Slaughter's Hotel 1625 16th Street N.W. Washington, D.C.

**2. (A) DATE OF BIRTH**
5/9/29

**(B) PLACE OF BIRTH** *(city or town and State or country)*
Milan, Italy

**3. (A) IN CASE OF EMERGENCY PLEASE NOTIFY**
Paul Kent

**(B) RELATIONSHIP**
Father

**(C) STREET AND NUMBER, CITY AND STATE**
2448 Washington Ave.
New York 58, New York

**(D) TELEPHONE NO.**
CYpress 8-6

**4. DOES THE UNITED STATES GOVERNMENT EMPLOY, IN A CIVILIAN CAPACITY, ANY RELATIVE OF YOURS (EITHER BY BLOOD OR MARRIAGE) WITH WHOM YOU LIVE OR HAVE LIVED WITHIN THE PAST 24 MONTHS?** ☐ YES ☒ NO

*If so, for each such relative fill in the blanks below. If additional space is necessary, complete under Item 10.*

| NAME | POST OFFICE ADDRESS (Give street number, if any) | (1) POSITION (2) TEMPORARY OR NOT (3) DEPARTMENT OR AGENCY IN WHICH EMPLOYED | RELATIONSHIP | MARRIED (Check one) | SINGLE |
|---|---|---|---|---|---|
| | | 1. 2. 3. | | | |
| | | 1. 2. 3. | | | |
| | | 1. 2. 3. | | | |

| INDICATE "YES" OR "NO" ANSWER BY PLACING "X" IN PROPER COLUMN | YES | NO |
|---|---|---|
| 5. ARE YOU A CITIZEN OF OR DO YOU OWE ALLEGIANCE TO THE UNITED STATES? | X | |
| 6. ARE YOU AN OFFICIAL OR EMPLOYEE OF ANY STATE, TERRITORY, COUNTY, OR MUNICIPALITY? *If your answer is "Yes", give details in Item 10.* | | X |
| 7. DO YOU RECEIVE ANY ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT OR ANY PENSION OR OTHER COMPENSATION FOR MILITARY OR NAVAL SERVICE? *If your answer is "Yes", give in Item 10 reason for retirement, that is, age, optional disability, or by reason of voluntary or involuntary separation after 5 years' service; amount of retirement pay, and under what retirement act; and rating if retired from military or naval service.* | | X |
| 8. SINCE YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT HAVE YOU BEEN DISCHARGED, OR FORCED TO RESIGN, FOR MISCONDUCT OR UNSATISFACTORY SERVICE FROM ANY POSITION? *If your answer is "Yes", give in Item 10 the name and address of employer, date and reason in each case.* | | X |
| 9. HAVE YOU BEEN ARRESTED (NOT INCLUDING TRAFFIC VIOLATIONS FOR WHICH YOU WERE FINED $25 OR LESS, OR FORFEITED COLLATERAL OF $25 OR LESS) SINCE YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT? *If your answer is "Yes", list all such cases under Item 10. Give in each case: (1) The date; (2) the nature of the offense or violation; (3) the name and location of the court; (4) the penalty imposed, if any, or other disposition of the case. If appointed, your fingerprints will be taken.* | | X |

**10. SPACE FOR DETAILED ANSWERS TO OTHER QUESTIONS**

| ITEM NO. | WRITE IN LEFT COLUMN NUMBERS OF ITEMS TO WHICH DETAILED ANSWERS APPLY |
|---|---|
| | |

## INSTRUCTIONS TO APPOINTING OFFICER

The appointing officer before whom the foregoing certificate is made shall determine to his own satisfaction that this appointment would be in conformance with the Civil Service Act, applicable Civil Service Rules and Regulations and acts of Congress pertaining to appointment.

This form should be checked for holding of office, pension, suitability in connection with any record of recent discharge or arrest, and particularly for the following:

(1) *Identity of appointee.*—It is the duty of the appointing officer to guard against impersonation and to determine beyond reasonable doubt that the appointee is the same person whose appointment was authorized. The appointee's signature and handwriting are to be compared with the application and/or other pertinent papers. If the appointee qualified in a written examination, the signature on this form should be compared with the signature on the declaration sheet, which was signed in the examination room. His physical appearance may be checked against the medical certificate. The appointee may also be questioned on his personal hist...

(2) *Age.*—If definite age limits have been established for the position, it should be determined that applicant is not outside the age range for appointment. Until such determination is made, the appointment may not be consummated.

(3) *Citizenship.*—The appointing officer is responsible for observing the citizenship provisions of (1) the Civil Service Rules and (2) appropriation acts. Form 61 constitutes an affidavit for both purposes and is acceptable proof of citizenship status in the absence of conflicting evidence. In doubtful cases the appointment should not be consummated until clearance has been secured from the certifying office of the Civil Service Commission.

(4) *Members of Family.*—Section 9 of the Civil Service Act provides that whenever there are already two or more members of a family serving under probational or permanent appointment in the competitive service, no other member of such family is eligible for probational or permanent appointment in the competitive service. The appointments of persons entitled to ...

8. Authorized instructions which you receive from CIA in briefing, training, or in any other way are a part of this memorandum of agreement and are incorporated herein to the extent that such instructions are not inconsistent with the terms hereof.

9. You are not assured upon the completion of your period of duty with the Foreign Service of any status with the Foreign Service based on your services performed with that organization at the request of CIA.

10. You will be required to keep forever secret this agreement and all other information which you may obtain by reason hereof, unless you are released in writing by CIA from this obligation. Violation of such secrecy may subject you to criminal prosecution under the espionage law, dated 25 June 1948, as amended, and other applicable laws and regulations. The termination of your employment with CIA will not release you from the obligations of any security oath you may be required to take.

CENTRAL INTELLIGENCE AGENCY

Patricia H. Keefe
Personnel Office

Date: 22 July 58

ACCEPTED:

William M. Kent

Date: 22 July 1958

APPROVED:
G. M. STEWART
DIRECTOR OF PERSONNEL

BY [signature]

Date: 22 July 58

with your cover designation, will normally be at the direction of the Foreign Service. Such travel will be accomplished in conformance with applicable regulations of the Foreign Service except when you are directed for operational reasons to perform travel in accordance with CIA regulations.

4. You are entitled by this agreement to the payment of a post differential and allowances, based upon your CIA or Foreign Service salary rate, whichever is greater. Payment of your salary, post differential and allowances by the Foreign Service will be full compensation for your services when the total amount is equal to or greater than that payable by CIA. Otherwise, the balance will be paid directly to you by CIA in a manner designated by you in writing and acceptable to CIA. The schedule of allowances applicable to your grade (CIA and Foreign Service) and post of duty are subject to unilateral adjustment by the Government.

5. Your status as a CIA employee will continue in full force and effect during your period of duty with the Foreign Service, and you will continue to be entitled to all rights, benefits, and emoluments of such status. Certain variations in procedure will be required, however, to preserve the security of your cover position.

a. All annual and sick leave which will have accrued to your credit at the time of integration into the Foreign Service will be held by CIA pending your transfer from the Foreign Service to CIA. While assigned to the Foreign Service you will be permitted annual leave, sick leave, statutory leave, ~~and~~ leave without pay in accordance with the regulations of that organization. Upon completion of your integration in the Foreign Service your accrued leave will normally be transferred to your credit with CIA. If security conditions require that you be given a lump-sum payment for accrued annual leave, you will be required to pay the gross amount of any such lump-sum payment to the CIA at the time of your reinstatement including any withholding tax deducted by the Foreign Service.

b. Upon your integration in the Foreign Service, you will continue to be covered by the provisions of the Civil Service Retirement Act, as amended, and you will be subject to payroll deductions for retirement purposes (now six percent).

6. If the CIA considers it undesirable for you to continue the use of your Foreign Service cover, your services will be utilized whenever possible in some other appropriate capacity as designated by CIA, unless the circumstances are such as to warrant your termination for cause.

7. Consistent with your cover activity, you will continue to be responsible for compliance with CIA rules and regulations.

CS



INTEGREE AGREEMENT

Mr. William M. Kent
Washington, D. C.

Dear Mr. Kent

This is a memorandum of agreement between you and the United States Government in regard to your employment by CIA. It is hereby mutually agreed and understood that:

1. As an employee of CIA, at the present grade and salary of GS-11 $7270 per annum, you will accept cover employment in the Foreign Service effective as of 23 July 58. You will, insofar as consistent with your basic responsibility to CIA, abide by all the rules, regulations, practices and policies of the Foreign Service in order to appear as a conventional member of that establishment. Your appointment to the Foreign Service is being effected at the class of FSR-7 and salary of $6435 per annum.

2. It is understood and agreed that the minimum period of your overseas tour of duty is governed by and coincident with the prescribed tour of duty of your cover organization. Currently, your prescribed tour consists of a period of two ( 2 ) years from the date of your arrival at your overseas post of duty. Your assignment may be terminated earlier for the convenience of CIA, and the length of your tour of duty, as currently specified, may be unilaterally changed by CIA in order to conform with subsequent changes in the prescribed tour of the Foreign Service. If you request termination of your overseas assignment solely for your own convenience, unless it is for circumstances that are considered by the Agency to be beyond your control or if you are terminated for cause either by the Foreign Service or CIA before you have completed the minimum period of service prescribed above from the date of arrival at your overseas post of duty, you will not be entitled to return travel or transportation for yourself or your dependents to the United States at Government expense. If you request termination of your overseas assignment solely for your own convenience, unless it is for circumstances that are considered by the Agency to be beyond your control or if you are terminated for cause either by the Foreign Service or CIA before you have completed one (1) year of service from the date of your arrival at your overseas post of duty, you will be required to reimburse the Government for all its expenses for your travel and transportation, and that of your dependents, from the continental United States to such overseas post of duty.

3. Travel to your post of duty overseas and your return travel to the United States, as well as travel performed overseas which is consistent

*Part III.*—**DETERMINATION OF COMPETITIVE STATUS.** *(Complete for noncompetitive hires based on competitive status as quired by instructions in FPM Chapter S2.)* Employee has a competitive status. This determination is based upon the follow evidence:

| NAME OF AGENCY | SIGNATURE AND OFFICIAL TITLE | DATE |
|---|---|---|
| | | |
| | | |
| | | |
| | | |

**PART IV.—DETERMINATION OF CREDITABLE SERVICE AND SERVICE COMPUTATION DATE FOR LEAVE PURPOSES**

| | TOTAL SERVICE *(Item 12)* | NONCREDITABLE SERVICE *(Item 13)* | CREDITABLE SERVICE *(Leave Purposes)* | ENTRANCE ON DUTY DATE *(Present Agency)* | LESS CREDITABLE SERVICE *(Leave Purposes)* | SERVICE CO PUTATION D *(Leave Purpo* |
|---|---|---|---|---|---|---|
| **Years** | | | | 52 | 1 | 50 |
| **Months** | | | | 1 | 5 | 7 |
| **Days** | | | | 2 | 24 | 8 |

**PART V.—DETERMINATION OF CREDITABLE SERVICE AND SERVICE COMPUTATION DATE FOR REDUCTION IN FORCE PURPOSES.** ***(Complete onl those cases when the amount of creditable service for reduction in force purposes differs from the amount creditabl leave purposes.)***

| | TOTAL SERVICE *(Item 12)* | NONCREDITABLE SERVICE *(Item 14)* | CREDITABLE SERVICE *(RIF Purposes)* | ENTRANCE ON DUTY DATE *(Present Agency)* | LESS CREDITABLE SERVICE *(RIF Purposes)* | SERVICE CO PUTATION D *(RIF Purpo* |
|---|---|---|---|---|---|---|
| **Years** | | | | | | |
| **Months** | | | | | | |
| **Days** | | | | | | |

* Enter as the "Service Computation Date" on the employee's "Service Record Card," SF 7

REMARKS:

U. S. GOVERNMENT PRINTING OFFICE 16—66489-3

STANDARD FORM 144
REVISED SEPTEMBER 1954
U. S. CIVIL SERVICE COMMISSION
FPM CHAPTERS L1, R3, AND S2

# STATEMENT OF PRIOR FEDERAL CIVILIAN AND MILITARY SERVICE AND DETERMINATION OF COMPETITIVE STATUS

**IMPORTANT:** The information on this form will be used (1) in determining creditable service for leave purposes and retention credits for reduction in force, and (2) in recording agency determination of competitive status. The employee should complete Part I and the Personnel Office should complete Parts II through V.

## PART I.—EMPLOYEE'S STATEMENT

1. NAME (Last, first, middle initial): KENT, WILLIAM M.

2. DATE OF BIRTH: 9 MAY 1929

3. LIST THE FOLLOWING INFORMATION CONCERNING ALL FEDERAL AND DISTRICT OF COLUMBIA SERVICE YOU HAVE HAD PRIOR TO YOUR PRESENT APPOINTMENT (Do not include military service.)

| NAME AND LOCATION OF AGENCY | FROM— YEAR | MONTH | DAY | TO— YEAR | MONTH | DAY | TYPE OF APPOINTMENT IF KNOWN |
|---|---|---|---|---|---|---|---|
| CENTRAL INTELLIGENCE AGENCY | 1952 | JAN. | 2 | | | | |

SCD 7/3/50
verified 10/24/5[illegible]

4. LIST PERIODS OF ACTIVE SERVICE IN ANY BRANCH OF THE ARMED FORCES OF THE UNITED STATES. IF YOU HAD NO ACTIVE MILITARY SERVICE, WRITE "NONE."

| BRANCH | FROM— YEAR | MONTH | DAY | TO— YEAR | MONTH | DAY | DISCHARGE (Hon. or dishon.?) |
|---|---|---|---|---|---|---|---|
| U.S. ARMY | 1946 | OCT. | 6 | 1948 | MAR. | 29 | HONORABLE |

5. DURING PERIODS OF EMPLOYMENT SHOWN IN ITEM 3, DID YOU HAVE A TOTAL OF MORE THAN 6 MONTHS ABSENCE WITHOUT PAY, INCLUDING PERIODS OF MERCHANT MARINE SERVICE, DURING ANY ONE CALENDAR YEAR? ☐ YES ☒ NO
IF ANSWER IS "YES," LIST FOLLOWING INFORMATION.

| TYPE IF KNOWN (LWOP, Furl, Susp, AWOL, Mer Mar) | FROM— YEAR | MONTH | DAY | TO— YEAR | MONTH | DAY | TOTAL YEARS | MONTHS | DAYS |
|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | | |

6. DURING THE FEDERAL SERVICE LISTED IN ITEM 3, DID YOU ACQUIRE A PERMANENT COMPETITIVE CIVIL SERVICE STATUS? ☐ YES ☒ NO
(If answer is "Yes," in what agency were you employed at the time status was acquired?)

7. ARE YOU:
A. THE WIFE OF A DISABLED VETERAN? ☐ YES ☒ NO
B. THE MOTHER OF A DECEASED OR DISABLED VETERAN? ☐ YES ☒ NO
C. THE UNREMARRIED WIDOW OF A VETERAN? ☐ YES ☒ NO

## PART II.—THIS COLUMN IS FOR PERSONNEL OFFICE USE

9. RETENTION GROUP

10. A. CSC STATUS ☐ YES ☐ NO
B. TYPE OF PRESENT APPOINTMENT

11. SERVICE

| YEAR | MONTH | DAY |
|---|---|---|
| 48 | 3 (15) | 29 |
| 46 | 10 | 6 |
| 1 | 5 | 23 |

12. TOTAL SERVICE: 1 5 24

13. NONCREDITABLE SERVICE (Leave purposes only):

14. NONCREDITABLE SERVICE (RIF purposes only):

15. REEMPLOYMENT RIGHTS ☐ YES ☐ NO

16. RETENTION RIGHTS ☐ YES ☐ NO

17. EXPIRATION DATE OF RETENTION RIGHTS

8. TO BE EXECUTED BEFORE A NOTARY PUBLIC OR OTHER PERSONS AUTHORIZED TO ADMINISTER OATHS.

**I swear (or affirm) that the above statements are true to the best of my knowledge and belief.**

5 Oct 1956 (DATE) — William M. Kent (SIGNATURE)

Subscribed and sworn to before me on this 5th day of Oct (MONTH) 1956 at Wash., D.C. (CITY) (STATE)

SEAL

Keith E. [illegible]

**NOTE:** If oath is taken before a Notary Public, the date of expiration of his Commission should be shown.

**INSTRUCTIONS:** File this form on the permanent side of the employee's official personnel folder immediately before or after the personnel action involved.

(OVER)

16—66469-2

ADDRESS OFFICIAL COMMUNICATIONS TO
THE SECRETARY OF STATE
WASHINGTON 25, D. C.

DEPARTMENT OF STATE
WASHINGTON

February 19, 1959

Dear Shef:

I would like to take this opportunity to thank you for the outstanding help of the officers of your agency in Caracas, Venezuela to our protection detail during the recent inauguration of President Betancourt.

Specific mention should be made of Messrs. Jacob Esterline, William Patterson, and William Kent, whose untiring efforts were in no small way responsible for the safety of the U.S. delegation.

As always, it has been a pleasure to work with you and members of your agency, and we look forward to doing so again in the future.

Sincerely yours,

Tom

E. Tomlin Bailey
Director
Office of Security

Colonel Sheffield Edwards
Director of Security
Central Intelligence Agency
Washington, D.C.

**CONFIDENTIAL**
*(When Filled In)*

5.

**VOLUNTARY ENTRIES**

Experience in the handling of employee emergencies has shown that the absence of certain personal data often delays and complicates the settlement of estate and financial matters. The information requested in this section may prove very useful to your family or attorney in the event of your disability or death and will be disclosed only when circumstances warrant.

INDICATE NAME AND ADDRESS OF ANY BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS AND THE NAMES IN WHICH THE ACCOUNTS ARE CARRIED.

William M. - Dorothy B. Kent
Citizens National Bank of Herndon, Herndon, Va.
Republic Bank and Trust Co~~x~~., Herndon, Va.
Herndon Savings & Loan, Herndon, Va.

HAVE YOU COMPLETED A LAST WILL AND TESTAMENT? [ ] YES [X] NO. *(If "Yes" where is document located?)*

HAVE YOU PREPLANNED AN ARRANGED GUARDIANSHIP OF YOUR CHILDREN IN CASE OF COMMON DISASTER TO BOTH PARENTS? [ ] YES [X] NO. *(If "Yes" give name(s) and address)*

HAVE YOU EXECUTED A POWER OF ATTORNEY? [ ] YES [X] NO. *(If "Yes", who possess the power of attorney?)*

6.

**ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS**

**Notify parents in case of emergency only if unable to contact wife within reasonable amount of time.**

" changes made 20 July '66 "

| SIGNED AT | DATE | SIGNATURE |
|---|---|---|
| Hqs | 7 April 1964 | William M. Kent |

**CONFIDENTIAL**

CONFIDENTIAL
*(When Filled In)*

TAR

Complete in duplicate. The data recorded on this form is essential in determining travel expenses allowable in connection with leave at government expense, overseas duty, return to residence upon separation, and for providing current residence and dependency information required in the event of an employee emergency. The original of this form will be filed in the employee's official personnel folder.

| NAME OF EMPLOYEE (Last) | (First) | (Middle) | SOCIAL SECURITY NUMBER |
|---|---|---|---|
| Kent | William | Morris | 058 22 8472 |

**1. RESIDENCE DATA**

| | |
|---|---|
| PLACE OF RESIDENCE WHEN INITIALLY APPOINTED: New York, N.Y. | LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (If appointed abroad) |
| PLACE IN CONTINENTAL U.S. DESIGNATED AS PERMANENT RESIDENCE: Herndon, Va. | HOME LEAVE RESIDENCE: Same |

**2. MARITAL STATUS** *(Check one)*

| | SINGLE | X | MARRIED | | SEPARATED | | DIVORCED | | WIDOWED | | ANNULLED |
|---|---|---|---|---|---|---|---|---|---|---|---|

| | |
|---|---|
| IF MARRIED, PLACE OF MARRIAGE: New York, N.Y. | DATE OF MARRIAGE: 17 May 1952 |
| IF DIVORCED, PLACE OF DIVORCE DECREE | DATE OF DECREE |
| IF WIDOWED, PLACE SPOUSE DIED | DATE SPOUSE DIED |

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

**3. MEMBERS OF FAMILY**

| NAME OF SPOUSE | ADDRESS (No., Street, City, Zone, State) | TELEPHONE NO. | |
|---|---|---|---|
| Dorothy B. Kent | 189 Van Buren St. Herndon, Va. | (703)437-3018 | |
| **NAMES OF CHILDREN** | **ADDRESS** | **SEX** | **DATE OF BIRTH** |
| William M., Jr. | same | M | 6 Sept 1953 |
| Paul E. | same | M | 6 Sept 1954 |
| Karen A. | same | F | 12 Dec 1955 |
| **NAME OF FATHER** (Or male guardian) | **ADDRESS** | **TELEPHONE NO.** | |
| Paul Kent | 2448 Washington Ave. N.Y. 58, N.Y. | WE 3-4424 | |
| **NAME OF MOTHER** (Or female guardian) | **ADDRESS** | **TELEPHONE NO.** | |
| Beatrice Kent | same | same | |

WHAT MEMBER(S) OF YOUR FAMILY IF ANY, HAS BEEN TOLD OF YOUR AFFILIATION WITH THE ORGANIZATION IF CONTACT IS REQUIRED IN AN EMERGENCY.
Wife

**4. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY**

| | |
|---|---|
| NAME (Mr., Mrs., Miss) (Last-First-Middle): ~~Mrs. Kent, Dorothy Bernadette~~ FATHER (NOT WITTING) | RELATIONSHIP: [redacted] |
| HOME ADDRESS (No., Street, City, Zone, State): ~~189 Van Buren Street, Herndon, Va.~~ | HOME TELEPHONE NUMBER: [redacted] |
| BUSINESS ADDRESS (No., Street, City, Zone, State) AND NAME OF EMPLOYER, IF APPLICABLE: ~~Republic Bank & Trust Co., Herndon, Va.~~ | BUSINESS TELEPHONE & EXTENSION: [redacted] |

| | | |
|---|---|---|
| IS THE INDIVIDUAL NAMED ABOVE WITTING OF YOUR AGENCY AFFILIATION? (If "No" give name and address of organization he believes you work for.) Yes | YES | ~~X~~ |
| | NO | X |
| IS THIS INDIVIDUAL AUTHORIZED TO MAKE DECISIONS ON YOUR BEHALF? (If "No" give name and address of person, if any, who can make such decisions in case of emergency.) | YES | ~~X~~ |
| | NO | X |
| DOES THIS INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE? (If answer is "No" explain why in item 6.) | YES | ~~X~~ |
| | NO | X |

The persons named in item 3 above may also be notified in case of emergency. If such notification is not desirable because of health or other reasons, please so state in item 6 on the reverse side of this form.

*CONTINUED ON REVERSE SIDE*

**CURRENT RESIDENCE AND DEPENDENCY REPORT**

8 - DEC 1961

MEMORANDUM FOR: William M. Kent

SUBJECT : Commendation

You were mentioned particularly as one who performed your duties with distinction in support of the mission outlined in Project JMATE. Your cooperation, enthusiasm and the untiring application of your experience and knowledge with confidence and conviction has been a real credit to you and to your office. Even though you may have been subjected to disappointments and personal inconveniences, you gave more than is normally expected and your performance and contribution is worthy of special praise.

Thank you personally for this contribution.

J. C. KING
Chief
Western Hemisphere Division

4. While consideration has been given Mr. Kent with regard to an Honor and Merit Award, it appears more appropriate that he be granted a Quality Step Increase.

by Jacob D. Esterline
William V. Broe
Chief,
Western Hemisphere Division

APPROVAL RECOMMENDED:

[signature]
Secretary, CS Panel Section B

3 June 1966
Date

CONCUR:

Michael G. Mitchell
for DDP/OP

6 June 1966
Date

APPROVED:

for John J. Caldwell
Director of Personnel

7 June 66
Date

STANDARD FORM 61 (REVISED AUGUST 1949)
PROMULGATED BY CIVIL SERVICE COMMISSION
FEDERAL PERSONNEL MANUAL

# APPOINTMENT AFFIDAVITS

IMPORTANT.—*Before swearing to these appointment affidavits, you should read and understand the attached information for appointee*

CIA
(Department or agency) (Bureau or division) (Place of employment)

I, WILLIAM M. KENT, do solemnly swear (or affirm) that—

## A. OATH OF OFFICE

I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely without any mental reservation or purpose of evasion; that I will well and faithfully discharge the duties of the office on which I am about to enter, SO HELP ME GOD.

## B. AFFIDAVIT AS TO SUBVERSIVE ACTIVITY AND AFFILIATION

I am not a Communist or Fascist. I do not advocate nor am I a member of any organization that advocates the overthrow of the Government of the United States by force or violence or other unconstitutional means or seeking by force or violence to deny other persons their rights under the Constitution of the United States. I do further swear (or affirm) I will not so advocate, nor will I become a member of such organization during the period that I am an employee of the Federal Government.

## C. AFFIDAVIT AS TO STRIKING AGAINST THE FEDERAL GOVERNMENT

I am not engaged in any strike against the Government of the United States and that I will not so engage while an employee of the Government of the United States; that I am not a member of an organization of Government employees that asserts the right to strike against the Government of the United States, and that I will not, while a Government employee, become a member of such an organization.

## D. AFFIDAVIT AS TO PURCHASE AND SALE OF OFFICE

I have not paid, or offered or promised to pay, any money or other thing of value to any person, firm or corporation for the use of influence to procure my appointment.

## E. AFFIDAVIT AS TO DECLARATION OF APPOINTEE

The answers given in the Declaration of Appointee on the reverse of this form are true and correct.

2 January 1952 — William M. Kent
(Date of entrance on duty) (Signature of appointee)

Subscribed and sworn before me this 2nd day of January, A. D. 1952,

at WASHINGTON, D. C.
(City) (State)

[SEAL]

Robert J. Hayes
(Signature of officer)

Appt Clerk
(Title)

NOTE.—*If the oath is taken before a Notary Public the date of expiration of his commission should be shown.*

16—55169-2

either training or performance of duty is deemed unsatisfactory by CIA, you will be offered other types of employment if available, or your employment will be terminated.

6. Your appointment is for such time as your services may be required and funds are available for the work of CIA. Notice of termination will be given you by procedure similar to that provided by Civil Service rules and regulations.

J Mulcaley
Official authorized to sign letters of appointment.

I accept the above agreement as a condition of my employment by CIA.

William M. Kent
Employee

2 Jan. 1952
Date

Form No. 51-104
June 1948

CENTRAL INTELLIGENCE AGENCY
2430 E STREET NW.
WASHINGTON 25, D. C.

Date 2 January 52

Dear WILLIAM M. KENT

1. This is to notify you that the United States Government, as represented by the Central Intelligence Agency, has accepted your employment effective

Position: ADMIN. CLERK

Base Salary: GS-5 $3410.

2. You will be:

a. Entitled to annual and sick leave in accordance with Civil Service Commission rules and regulations, or such other provisions of law or regulations as may be established in lieu thereof.

b. Reimbursed for travel expenses in accordance with CIA Regulations or Standardized Government Travel Regulations, as amended.

c. If stationed outside continental United States, granted such monetary allowances as are prescribed by CIA Regulations.

3. As a condition of your employment by the Central Intelligence Agency, you are subject to assignment to tours of duty at posts outside the continental United States. Each time you are so assigned, unless otherwise specified in advance by CIA, you will be required to remain at the post to which assigned for a period of 24 months from the date of arrival thereat, unless sooner transferred, reassigned or separated for reasons beyond your control. If you wish to return to the United States for personal reasons during that period, all travel and transportation costs incident to such return will be borne by you, with no expense to the Government.

4. If this employment is for assignment to an overseas post, it is understood and agreed that, unless earlier separated for reasons beyond your control, you will remain in Government service for 12 months after your arrival at your first overseas post, and if you violate this agreement, any money expended by the United States on account of your travel and the transportation of your immediate family and household goods will be considered a debt due to the United States.

5. Employment is conditioned upon satisfactory completion of the training courses prescribed by CIA and satisfactory performance of duty for a total period of six months from date of employment. In the event

6. If you should receive any sums required under the terms of this letter of appointment from or through your cover instrumentality, such sums will be used to offset amounts due and payable by CIA. Sums thus received through your cover instrumentality are acknowledged and agreed to be payment by CIA within the provisions of this letter of appointment.

7. Your employment under this letter of appointment is subject to the availability of the appropriations for the functions of CIA. Upon termination of your cover employment, you will revert to normal staff employee status upon the effective date of the termination of your employment hereunder, unless for good and sufficient cause, such as misconduct or demonstrated incompetence, such reversion would be opposed to the efficiency and best interests of CIA. The termination of this appointment will not release you from the provisions of any security oaths you will be required to take.

8. Authorized instructions from CIA received by you in briefing or training will be deemed a part of this letter of appointment and are incorporated herein to the extent that such instructions are not inconsistent with the terms hereof.

9. Any additional provisions or arrangements will be contained in supplemental documents.

CENTRAL INTELLIGENCE AGENCY

[redacted]

Personnel Division, Covert

ACCEPTED: [redacted]

Kent, William Morris

[redacted] Central Intelligence Agency

Washington, D. C. Sent, William Morris

1. Pursuant to the authority vested in me by Section 5.2 of the Confidential Funds Regulations, you are hereby appointed an employee of the Central Intelligence Agency in the capacity of a staff agent at a salary of $ 3795.00 grade GS- 6

This appointment will be effective 10 June 1952.

If security considerations permit, appropriate deductions will be made for retirement and withholding tax purposes. In any event, it shall be your responsibility to report income received from CIA hereunder in accordance with existing Federal income tax laws and regulations.

2. The conditions of your employment will be in accordance with established CIA procedures for an employee of similar grade and salary provided, however, that where necessary, in the interests of preserving your cover and the security of CIA, established procedures will not be followed in all details. However, there will be substantial compliance with such procedures. Termination of this appointment will be in accordance with established procedures.

3. Where authorized, you will receive living-quarters and cost-of-living allowances, travel and transportation expenses and other emoluments of your position with CIA. You will account for such allowances, travel, and operational expenses in substantial compliance with CIA regulations or the established policies of your cover facility whichever is directed by CIA.

4. For the purpose of your employment hereunder, you will be required to accept employment or adopt necessary cover other than with CIA in a manner directed by CIA. In the event the circumstances of your cover are altered to such an extent that CIA deems it undesirable to continue further use by you of such cover, it is intended that your services will be continued by CIA in some other appropriate capacity or position.

5. a. If, in the performance of your cover service, you assume the custody of or take title of record to property of any nature whatsoever and wherever situate, which property has in fact been purchased with monies of the U.S. Government, you hereby recognize and acknowledge the existence of a trust relationship, either express or constructive, and you agree to execute whatever documents may be required by CIA to evidence this relationship.

b. It is expressly understood and agreed that any and all documents which you may execute in the course of such cover employment are subordinate to this agreement and any contradiction in terms which may in any way appear to amplify, extend or restrict your rights and/or obligations hereunder shall be resolved by this agreement which shall always be dominant.

SECRET

Security Information

Date: 6 June 1952

Central Intelligence Agency
2430 E Street, N. W.
Washington, D. C.

Gentlemen:

1. In accordance with the policy of this agency, it is understood and agreed by me that I shall be required to serve a minimum term of two years from the date of my arrival at my overseas post of duty, unless terminated by the Government for its convenience. If the assignment is terminated at my request in less than twenty-four months, the following shall prevail:

(a) If I resign in less than twelve months from the date of my arrival at my overseas post of duty, I shall reimburse CIA for all travel expenses involved in the transportation of myself, my immediate family, household goods, and personal effects and automobile to the foreign station, and pay all such expenses for return to the United States.

(b) If I resign between the twelfth and twenty-fourth month from the date of my arrival at my overseas post of duty, I shall pay all expenses for the travel and transportation of myself, my immediate family, household goods, and personal effects and automobile to the United States.

2. Part (a) above shall not apply to employees who have served in a departmental position with CIA or who have served an overseas tour of duty with CIA, and in such case part (b) only shall apply, amended to read: "If I desire to terminate or return to the United States prior to the expiration of twenty-four months from the date of my arrival at my overseas post of duty, I shall pay all expenses for the travel and transportation of myself, my immediate family, household goods, and personal effects to the United States".

[redacted]

Witness:
Ernest W. Ryan

Kent William Morris

SECRET
Security Information

Seen by: King
Dahlgren
Dauflinger
Newton & Lyrelle

FORM NO. 51-53
Dec. 1947
Replaces Form No. 55-2 which may continue to be used.

CONFIDENTIAL

# STATUS AND EFFICIENCY REPORT

(SEE INSTRUCTIONS ON REVERSE SIDE)

SECTIONS 1 THROUGH 5 WILL BE COMPLETED BY EMPLOYEE. TYPEWRITER WILL BE USED IF POSSIBLE.

| 1. NAME (PRINTED) LAST FIRST MIDDLE | CAF RATING | SALARY | DATE OF ASSIGNMENT TO PRESENT DUTY |
|---|---|---|---|
| [redacted] | GS-7 | $4205 | 16 June 1952 |

[redacted] OF DUTIES SINCE LAST EFFICIENCY REPORT. (LIST MOST RECENT FIRST. DESCRIBE CONCISELY BUT FULLY)

Agent at the Air Travel Control Field Office at Tocumen International Airport, maintaining all water travel control on both the atlantic and pacific sides of the Isthmus, writing general operational reports and the monthly satellite travel reports, performing surveillances and acting as cut out for HYADIZ.

3. IF COURSES OF INSTRUCTION WERE COMPLETED DURING PERIOD OF THIS REPORT, LIST TITLE, LOCATION OF SCHOOL, LENGTH OF COURSE AND DATE COMPLETED.

| 4. PROFICIENCY IN FOREIGN LANG. | READING EXC | READING GOOD | READING FAIR | SPEAKING EXC | SPEAKING GOOD | SPEAKING FAIR | UNDERSTANDING EXC | UNDERSTANDING GOOD | UNDERSTANDING FAIR |
|---|---|---|---|---|---|---|---|---|---|
| Spanish | X | | | X | | | X | | |
| Italian | X | | | X | | | X | | |
| French | | | X | | | X | | | X |
| German | | | X | | | X | | | X |

5. MY PREFERENCE FOR NEXT DUTY AFTER TERMINATION OF CURRENT ASSIGNMENT IS: (IF IN US-SO STATE)

| TYPE OF DUTY | LOCATION |
|---|---|
| Operations Officer | Panama |
| " | Mexico |
| " | Cuba |
| " | Guatemala |

(LIST ONE OR MORE IN ORDER OF PREFERENCE)

6. HAVE THERE BEEN ANY CHANGES IN PERSONAL STATUS SINCE ORIGINAL EMPLOYMENT OR LAST REPORT - WHICHEVER IS LATER?

MARITAL STATUS: YES [ ] NO [X] NUMBER OF DEPENDENTS: YES [ ] NO [X] EMERGENCY ADDRESSEE: YES [ ] NO [X] LEGAL ADDRESS: YES [ ] NO [X]

IF THE ANSWER TO ANY OF THE ABOVE IS YES, ATTACH A SEPARATE DETAILED REPORT IN DUPLICATE HERETO. IN THE CASE OF MARRAIGE, THE REPORT WILL INCLUDE NAMES, ADDRESSES, AND CITIZENSHIP OF SPOUSE, FATHER-IN-LAW, MOTHER-IN-LAW, BROTHERS-IN-LAW AND SISTERS-IN-LAW.

8 June 1954
DATE

Kent, William Morris

[redacted]
SIGNATURE OF EMPLOYEE

SECTIONS 7 THROUGH 11 TO BE COMPLETED BY IMMEDIATE SUPERVISOR

7. PERIOD COVERED BY THIS REPORT: DATE FROM 1 June 53 DATE TO 31 May 54

OCCASION FOR REPORT: ANNUAL [X] REASSIGNMENT OF REPORTING OFFICER [ ] PROPOSED REASSIGNMENT OF EMPLOYEE REPORTED ON [ ] COVERING INITIAL 90 DAYS OF EMPLOYMENT [ ]

8. IS THIS EMPLOYEE QUALIFIED TO PERFORM ALL PRESENT DUTIES? YES [X] NO [ ]
IS EMPLOYEE BETTER QUALIFIED FOR OTHER DUTIES? YES [X] NO [ ]
IF SO, WHAT DUTY OR DUTIES: Intelligence Officer O Operation after Headquarters training.

DO YOU CONCUR IN EMPLOYEES DESCRIPTION OF DUTIES UNDER SECTION 2? YES [ ] NO [ ] IF NO, EXPLAIN IN SECTION 11

HAS EMPLOYEE STRIVEN FOR PROFESSIONAL IMPROVEMENT? YES [X] NO [ ]
DO YOU RECOMMEND EMPLOYEE FOR PROMOTION? YES [ ] NO [X] IF SO, TO WHAT GRADE AND FOR WHAT POSITION?

9. FOR EACH FACTOR OBSERVED CHECK THE APPROPRIATE BOX TO INDICATE HOW THE EMPLOYEE COMPARES WITH ALL OTHERS OF THE SAME CLASSIFICATION WHOSE PROFESSIONAL ABILITIES ARE KNOWN TO YOU PERSONALLY. DO NOT LIMIT THIS COMPARISON TO THE OTHERS NOW UNDER YOUR SUPERVISION. DO NOT HESITATE TO MARK "NOT OBSERVED" ON ANY QUALITY WHEN APPROPRIATE.

| RATING FACTORS | NOT OBSERVED | UNSATISFACTORY | FAIR | GOOD | VERY GOOD | EXCELLENT | OUTSTANDING |
|---|---|---|---|---|---|---|---|
| A. ABILITY TO WORK AND GET ALONG WITH PEOPLE | | | | | X | | |
| B. INTEREST AND ENTHUSIASM IN WORK | | | | | | X | |
| C. SECURITY CONSCIOUSNESS | | | | | | X | |
| D. ABILITY TO GRASP INSTRUCTIONS AND PLANS | | | | | | X | |
| E. ATTENTION TO DUTY | | | | | | X | |
| F. JUDGMENT AND COMMON SENSE | | | | | X | | |
| G. ABILITY TO OBTAIN RESULTS AND GET THINGS DONE | | | | | | X | |
| H. DISCRETION | | | | | X | | |
| I. INITIATIVE | | | | | | X | |
| J. ABILITY TO HANDLE AND DIRECT PEOPLE. | | | | | X | | |
| K. PERFORMANCE OF PRESENT DUTIES (ITEM 2) | | | | | | X | |
| L. ABILITY TO EVALUATE INTELLIGENCE INFORMATION | | | | | | X | |
| M. TACT | | | | | X | | |
| N. SAGACITY (NON-GULLIBILITY) | | | | | | X | |
| O. LEADERSHIP | | | | | X | | |
| P. PHYSICAL STAMINA | | | | | | X | |
| Q. MENTAL STAMINA | | | | | | X | |

10. INDICATE YOUR ATTITUDE TOWARD HAVING THIS EMPLOYEE UNDER YOUR COMMAND OR SUPERVISION. WOULD YOU - DEFINITELY NOT WANT HIM? [ ] PREFER NOT TO HAVE HIM? [ ] BE SATISFIED TO HAVE HIM? [ ] BE PLEASED TO HAVE HIM? [X] PARTICULARLY DESIRE HIM? [ ]

11. ENTER HERE ANY DESIRED REMARKS PERTAINING TO PARTICULAR QUALIFICATIONS OR LACK THEREOF WHICH ARE CONSIDERED PERTINENT TO THE EVALUATION OF THIS EMPLOYEE. OUTSTANDING ASSETS AND/OR SERIOUS LIMITATIONS SHOULD BE STATED ALSO REASONS FOR [redacted]COMMENDATIONS AS TO REASSIGNMENT WILL BE GIVEN IF APPROPRIATE TO THIS REPORT.

Corbuston [redacted]s reliable, willing and dependable and has done an excellent job at the airport.

Corbuston

~~Report prepared by Reingruber because~~ [redacted]~~s immediate supervisor is on home leave.~~

7. Your employment is conditioned upon satisfactory completion of the training courses prescribed by CIA and satisfactory performance of duty for a total period of 12 months from the date of employment. In the event either training or performance of duty is deemed unsatisfactory by CIA, you will be considered for other types of available employment for which you are suited, or your employment will be terminated.

8. Your appointment is for such time as your services may be required and available funds permit.

Ruth E. Griffin
Office of Personnel

I accept the above agreement as a condition of my employment by CIA.

William M. Kent
(Employee)

5 October 1957
(Date)

CONFIDENTIAL
(When Filled In)

Date 5 Oct 1956

Dear Mr. Kent:

1. This is to notify you that the United States Government, as represented by the Central Intelligence Agency, has accepted your employment effective 8 October 1956.

Position: Area Ops Officer

Base Salary: $6390.00 per annum

2. You will be entitled to receive annual and sick leave, retirement coverage and such other employee benefits as may be provided by Agency regulations or applicable Federal laws and regulations.

3. As a condition of your employment by the Central Intelligence Agency, you are subject to assignment to tours of duty at posts outside the continental United States. Each time you are so assigned, the duration of the tour of duty will be prescribed in advance and will normally consist of a period of 24 months. You will be required to serve the prescribed period of the overseas tour of duty from the date of arrival at your overseas post of duty unless this tour is sooner terminated by the Government for its convenience or it is terminated for circumstances that are considered by the Agency to be beyond your control.

4. If you terminate your assignment at an overseas post of duty for reasons within your control in less than 12 months from the date of arrival at the overseas post of duty, it is understood and agreed that you will be liable for reimbursing CIA for all travel expenses, including storage and per diem, incurred by the Government in the transportation of yourself, your dependents, household effects and automobile to your overseas post of duty, and you will pay all return travel and transportation expenses to the United States.

5. It is further understood and agreed that if you terminate your overseas assignment for reasons within your control subsequent to the twelfth month but prior to the completion of your prescribed tour of duty, you will pay all return expenses for the travel and transportation of yourself, your dependents, household effects and automobile to the United States.

6. If you wish to return to the United States for personal reasons during your overseas tour of duty, all travel and transportation costs incident to such return will be borne by you, with no expense to the Government.

# DECLARATION OF APPOINTEE

This form is to be completed before entrance on duty. Answer all questions. Any false statement in this eclaration will be grounds for cancellation of application or dismissal after appointment. Impersonation is a riminal offense and will be prosecuted accordingly.

RESENT ADDRESS (*street and number, city and State*)
2608 N. WINCHESTER ST. - ARLINGTON 13, VIRGINIA

| ) DATE OF BIRTH | (B) PLACE OF BIRTH (*city or town and State or country*) |
|---|---|
| 9 MAY 1929 | MILAN, ITALY |

| ) IN CASE OF EMERGENCY PLEASE NOTIFY | (B) RELATIONSHIP | (C) STREET AND NUMBER, CITY AND STATE | (D) TELEPHONE NO. |
|---|---|---|---|
| DOROTHY B. KENT | WIFE | SEE #1, ABOVE | JE 3-3899 |

DES THE UNITED STATES GOVERNMENT EMPLOY, IN A CIVILIAN CAPACITY, ANY RELATIVE OF YOURS (EITHER BY BLOOD OR MARRIAGE) WITH WHOM YOU LIVE OR HAVE LIVED WITHIN HE PAST 24 MONTHS? ☐ YES ☑ NO
so, for each such relative fill in the blanks below. *If additional space is necessary, complete under Item 10.*

| NAME | POST OFFICE ADDRESS (*Give street number, if any*) | (1) POSITION (2) TEMPORARY OR NOT (3) DEPARTMENT OR AGENCY IN WHICH EMPLOYED | RELATIONSHIP | MARRIED | SINGLE |
|---|---|---|---|---|---|
| | | 1. 2. 3. | | | |
| | | 1. 2. 3. | | | |
| | | 1. 2. 3. | | | |

| NDICATE "YES" OR "NO" ANSWER BY PLACING "X" IN PROPER COLUMN | YES | NO |
|---|---|---|
| YOU A CITIZEN OF OR DO YOU OWE ALLEGIANCE TO THE UNITED STATES? | X | |
| YOU AN OFFICIAL OR EMPLOYEE OF ANY STATE, TERRITORY, COUNTY, OR ICIPALITY? *our answer is "Yes", give details in Item 10.* | | X |
| OU RECEIVE ANY ANNUITY FROM THE UNITED STATES OR DISTRICT OF MBIA GOVERNMENT UNDER ANY RETIREMENT ACT OR ANY PENSION OR ER COMPENSATION FOR MILITARY OR NAVAL SERVICE? *our answer is "Yes", give in Item 10 reason for retirement, t is, age, optional disability, or by reason of voluntary nvoluntary separation after 5 years' service; amount of rement pay, and under what retirement act; and rating tired from military or naval service.* | | X |
| E YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT HAVE YOU DISCHARGED, OR FORCED TO RESIGN, FOR MISCONDUCT OR UNSATIS-ORY SERVICE FROM ANY POSITION? *our answer is "Yes", give in Item 10 the name and address nployer, date and reason in each case.* | | X |
| YOU BEEN ARRESTED (NOT INCLUDING TRAFFIC VIOLATIONS FOR H YOU WERE FINED $25 OR LESS, OR FORFEITED COLLATERAL OF $25 OR SINCE YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT? *our answer is "Yes", list all such cases under Item 10. in each case: (1) The date; (2) the nature of the offense iolation; (3) the name and location of the court; (4) the alty imposed, if any, or other disposition of the case. ppointed, your fingerprints will be taken.* | | X |

**10. SPACE FOR DETAILED ANSWERS TO OTHER QUESTIONS**

ITEM NO. — WRITE IN LEFT COLUMN NUMBERS OF ITEMS TO WHICH DETAILED ANSWERS APPLY

HAVE YOU RECEIVED OR DO YOU EXPECT TO RECEIVE, A LUMP-SUM PAYMENT FOR ACCRUED ANNUAL LEAVE UNDER PRIOR FEDERAL OR D. C. GOVERNMENT SERVICE?

☐ YES ☑ NO

HAS LEAVE PERIOD COVERED BY SUCH PAYMENT EXPIRED?

☐ YES ☑ NO

## INSTRUCTIONS TO APPOINTING OFFICER

appointing officer before whom the foregoing certificate is made shall ine to his own satisfaction that this appointment would be in conformance e Civil Service Act, applicable Civil Service Rules and Regulations and Congress pertaining to appointment.

form should be checked for holding of office, pension, suitability in con- with any record of recent discharge or arrest, and particularly for the ng:

*dentity of appointee.*—It is the duty of the appointing officer to against impersonation and to determine beyond reasonable doubt that the tee is the same person whose appointment was authorized. The tee's signature and handwriting are to be compared with the application other pertinent papers. If the appointee qualified in a written exami- the signature on this form should be compared with the signature on laration sheet, which was signed in the examination room. His physical ance may be checked against the medical certificate. The appointee so be questioned on his personal history for agreement with his previous nts.

(2) *Age.*—If definite age limits have been established for the position, it should be determined that applicant is not outside the age range for appointment. Until such determination is made, the appointment may not be consummated.

(3) *Citizenship.*—The appointing officer is responsible for observing the citizenship provisions of (1) the Civil Service Rules and (2) appropriation acts. Form 61 constitutes an affidavit for both purposes and is acceptable proof of citizenship status in the absence of conflicting evidence. In doubtful cases the appointment should not be consummated until clearance has been secured from the certifying office of the Civil Service Commission.

(4) *Members of Family.*—Section 9 of the Civil Service Act provides that whenever there are already two or more members of a family serving under probational or permanent appointment in the competitive service, no other member of such family is eligible for probational or permanent appointment in the competitive service. The appointments of persons entitled to veteran preference are not subject to this requirement. The members-of-family provision does not apply to temporary appointments. Doubtful cases may be referred to the appropriate office of the Civil Service Commission for decision.

U. S. GOVERNMENT PRINTING OFFICE 16—55160-2

STANDARD FORM 61 (REVISED AUGUST 1949)
PROMULGATED BY CIVIL SERVICE COMMISSION
FEDERAL PERSONNEL MANUAL

# APPOINTMENT AFFIDAVITS

IMPORTANT.—*Before swearing to these appointment affidavits, you should read and understand the attached information for appointee*

CENTRAL INTELLIGENCE AGENCY (Department or agency) (Bureau or division) Washington, D. C. (Place of employment)

I, William M. Kent, do solemnly swear (or affirm) that—

## A. OATH OF OFFICE

I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely without any mental reservation or purpose of evasion; that I will well and faithfully discharge the duties of the office on which I am about to enter, SO HELP ME GOD.

## B. AFFIDAVIT AS TO SUBVERSIVE ACTIVITY AND AFFILIATION

I am not a Communist or Fascist. I do not advocate nor am I a member of any organization that advocates the overthrow of the Government of the United States by force or violence or other unconstitutional means or seeking by force or violence to deny other persons their rights under the Constitution of the United States. I do further swear (or affirm) I will not so advocate, nor will I become a member of such organization during the period that I am an employee of the Federal Government.

## C. AFFIDAVIT AS TO STRIKING AGAINST THE FEDERAL GOVERNMENT

I am not engaged in any strike against the Government of the United States and that I will not so engage while an employee of the Government of the United States; that I am not a member of an organization of Government employees that asserts the right to strike against the Government of the United States, and that I will not, while a Government employee, become a member of such an organization.

## D. AFFIDAVIT AS TO PURCHASE AND SALE OF OFFICE

I have not paid, or offered or promised to pay, any money or other thing of value to any person, firm or corporation for the use of influence to procure my appointment.

## E. AFFIDAVIT AS TO DECLARATION OF APPOINTEE

The answers given in the Declaration of Appointee on the reverse of this form are true and correct.

8 Oct 1956 (Date of entrance on duty)

William M. Kent (Signature of appointee)

Subscribed and sworn before me this 8th day of October, A. D. 19 56,

at Washington (City) D. C. (State)

[SEAL] 5 USC 16 & 16a

Ruth E. Griffin (Signature of officer)

Appt Clerk (Title)

NOTE.—*If the oath is taken before a Notary Public the date of expiration of his commission should be shown.*

16—55160-2

SECRET

CENTRAL INTELLIGENCE AGENCY
WASHINGTON 25, D. C.

OFFICE OF THE DIRECTOR

5 DEC 1956

MEMORANDUM FOR: William M. Kent

SUBJECT: Notification of Membership in the Career Staff

1. On behalf of the Director of Central Intelligence, it gives me pleasure to inform you that your application for membership in the Career Staff has been accepted by the CIA Selection Board. The effective date of your membership is 27 December 1954.

2. Please indicate that you have received this notification by signing in the space provided below and return it to the Head of your Career Service. He will forward it to the Executive Director of the CIA Selection Board.

3. Because your membership in the Career Staff is classified information, it is necessary that this notification be conveyed to you in this manner. The application for membership which you signed has been endorsed on behalf of the Director of Central Intelligence by the Executive Director of the CIA Selection Board and placed in your permanent Official Personnel Folder.

FOR THE DIRECTOR OF CENTRAL INTELLIGENCE

Harrison G. Reynolds
Chairman, CIA Selection Board

Career Service Staff
Office of Personnel
9 JAN 1957

Noted:

William M. Kent

Date: 18 December 1956

SECRET

o. 511. 1 APR 55

(4)

20 DEC 1965

MEMORANDUM FOR: Deputy Director for Plans

ATTENTION : DDP/OP

SUBJECT : Request for Quality Step Increase (HR 20-37), Mr. William M. Kent, GS-13

1. On the basis of the information presented below, it is recommended that a Quality Step Increase be approved for Mr. William M. Kent.

2. Mr. Kent has made a most valuable contribution to the Covert Action mission of this Division. On occasion of the discovery of a Cuban arms cache in Venezuela in November 1963, of the January 1964 riots in Panama, of the April 1965 revolution in the Dominican Republic, of many other crises and situations which have developed, Mr. Kent immediately took the initiative within and outside this Division for the initiation and coordination of Covert Action efforts to safeguard the U.S. image and support U.S. objectives in each case; this, of course, without neglecting his other, routine, day-to-day responsibilities. Mr. Kent has been energetic, imaginative, and professional in his work to a degree much beyond that normally found or expected. He speaks excellent Spanish, and this has been an essential ingredient in his critical abilities in the handling of his assigned tasks.

3. Mr. Kent has been with the WH Division's Covert Action Staff since 1963. In 1964, he attended the Mid-career Executive Development Course No. 4. He has consistently maintained a very high level of competence, conscientious application, and strong dedication to his duties. In this connection, despite an illness which lasted from December 1964 to July 1965, he took only two days of sick leave and did not allow his work performance to suffer. There is every reason to believe that Mr. Kent's exceptional proficiency and effectiveness will continue.

SECRET

1 6 JUN 1966

MEMORANDUM FOR: Head, Clandestine Services Career Service

SUBJECT : Notification of Approval of Quality Step Increase - William M. Kent

1. I am pleased to send to you the attached official notification of the approval of the Quality Step Increase which you recommended for this employee.

2. As this award is designed to encourage excellence by recognizing and rewarding the employee, may I ask that you arrange to have this Quality Step Increase presented at an appropriate ceremony.

for Emmett D. Echols
Director of Personnel

Distribution:
O & 1 - C/WH Division
1 - C/CSPS
1 - OPF - KENT
1 - D/Pers Chrono
1 - C/PD

OP/DD/RP/PD/JJCaldwell:ksd (16 June 1966)

SECRET

GROUP 1
Excluded from automatic downgrading and declassification

Dear Mr [redacted] Kent

In view of your contemplated cover assignment, you have been designated a Staff Agent. The purpose of this Supplement is to call your attention to existing policies which are particularly material to you while you are so designated and to set forth certain rights and obligations incident to your status as an appointed employee.

1. Payroll Administration. As indicated in your Staff Agent Personnel Action, your present salary and grade are $14,[redacted].00 (666) per annum and GS-13 (5), respectively. As an appointed employee of the Government you are entitled to receive and retain only the salary, allowances and other benefits applicable to that status. However, certain procedural variations will be followed to preserve the security of your cover position.

(a) The gross emoluments that you receive from your cover activities will be retained by you as an offset against the gross emoluments due you from this organization. If cover emoluments ever exceed those due you from this organization, the overage is to be remitted to this organization on a monthly basis, unless a different period is specified.

(b) Your Federal income taxes will be withheld and reported in conformance with R 20-661 or any subsequent regulations or procedures promulgated by this organization. For your information, this organization shall withhold from the gross payments due you, Federal income taxes in an amount which, when added to the income taxes withheld by your cover facility, will equal the tax withholdings normally made from your gross taxable compensation with this organization. Taxes will be withheld from the differential due you by this organization. If there is no differential or if it is insufficient, you will be required to make tax remittances in conformance with HB 20-661-1.

(c) This organization will deduct from the gross payments due you an amount equivalent to six and one-half per cent (6 1/2%) of your gross salary for contribution to the Civil Service Retirement Fund. This amount will be deducted from the differential due you by this organization. If there is no differential or if it is insufficient, you will be required to make direct remittances to this organization in satisfaction of the required contributions. The Agency will not reimburse you for mandatory social security deductions required by virtue of your cover employment.

2. Nonofficial Cover Premium Pay. You are hereby authorized Nonofficial Cover Premium Pay in conformance with applicable organizational policies and issuances. For your information, currently this premium pay is ten per cent of your base salary and represents additional taxable compensation to you.

3. Place of Assignment. This Supplement is predicated upon a domestic PCS assignment under non-Governmental cover. Any deviation therefrom will require a new Supplement or an amendment hereto.

4. Security. [illegible] and all information [illegible] writing by the Government [illegible] lation of such [illegible] Espionage Laws, dated 25 June 1948, as amended, and [illegible] laws and regulations.

UNITED STATES GOVERNMENT

BY Don H. Luetscher
Personnel Officer

OHC.

S-E-C-R-E-T

AMENDMENT TO
Employee
SUPPLEMENT TO STAFF [redacted] PERSONNEL ACTION
FOR [redacted] Kent, William M

[redacted] William M Kent

Dear [redacted] Mr. Kent

Reference is made to your Staff [redacted] Supplement, effective 31 July 1966.

Effective 30 July 1967 your authorization to receive nonofficial cover premium pay is terminated. As of that date, your Staff [redacted] Supplement is amended by deleting therefrom paragraph two (2).

All other terms and conditions of the Supplement remain in full force and effect.

UNITED STATES GOVERNMENT

BY [signature]
Personnel Officer

20 July 1966
Date

THIS IS TO CERTIFY THAT I AM AWARE OF THE PROVISIONS OF HANDBOOK 20-4, DATED 7 OCTOBER 1963 4 CONCERNING THE PERSONAL CONDUCT OF AGENCY EMPLOYEES.

William M. Kent

[redacted]

Signature [redacted]

[redacted]

SECRET
(WHEN FILLED IN) [redacted] DoD

# QUALIFICATIONS SYSTEM RECORD CHANGE Kent, William M

APPLICANT CODING DATA

| 1. ID | 2. APPL. NO. | 3. NAME |
|---|---|---|
| <• 2 | • 6-DIGITS | MUST CONTAIN 20-DIGITS • |

| 4. DATE OF BIRTH | | | 5. DATE CODED | | | |
|---|---|---|---|---|---|---|
| MO | DA | YR | MO | DA | YR | THE DATA ABOVE (ITEMS 2 THRU 5) WILL BE FILLED IN WHEN CODING AN APPLICANT FOR THE FIRST TIME. THIS FORM IS THEN ATTACHED TO FORM 1962, MASTER QUALIFICATIONS CODING RECORD. |
| • | | | • | | | |

LANGUAGE CODING DATA - FORM 444c

| 1. ID | 2. EMPLOYEE NO. | 3. NAME | 4 LANGUAGE DATA CODE | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | 3-LETTERS | BASE CODE | R | W | P | S | U | T | YR |
| <• 3 | • | • | • | | | | | | | |

| 5. DATE SUBMITTED | | | 6. DATE OF BIRTH | | | |
|---|---|---|---|---|---|---|
| MO | DA | YR | MO | DA | YR | WHEN FORM 444c DENOTES NO LANGUAGE COMPETENCE, ENTER THE FOLLOWING IN ITEM 4: "NO+LANGUAGE" (12-DIGITS) |
| • | | | • | | | |

LANGUAGE PROFICIENCY TEST DATA

| 1. ID | 2. EMPLOYEE NO. | 3. NAME | 4. CODE | 5. LANGUAGE DATA BEFORE TEST | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | 3-LETTERS | C-A-D | BASE CODE | R | W | P | S | U | T | YR |
| <• 5 | • Ø59198 | • COR | • C | • BK5Ø | 3 | / | 3 | Ø | / | 4 | 58 |

| 6. LANGUAGE DATA AFTER TEST | | | | | | | | 7. DATE OF TEST | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| BASE CODE | R | W | P | S | U | T | YR | MO | DA | YR | DATA FOR ITEM 2 THRU 7 IS EXTRACTED FROM FORM 1273, LANGUAGE PROFICIENCY AND AWARDS DATA. 7 APR 1967 lr |
| • BK5Ø | 7 | Ø | 7 | Ø | Ø | 4 | 67 | • Ø2 | Ø2 | 67 | |

30 MAR 1967

The authorization to process this employee's disclaim of proficiency in the language factors indicated on this form is contained in a memorandum on file and designated "Language Proficiency Disclaim File", located in the Qualifications Analysis Branch, Office of Personnel.

5A

SECRET

| | ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE<br>FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM | IMPORTANT AGENCY INSTRUCTIONS ON BACK OF ORIGINAL |
|---|---|---|

## TO COMPLETE THIS FORM—

**1** FOLLOW THESE GENERAL INSTRUCTIONS:

- Read the back of the "Duplicate" carefully before you fill in the form.
- Fill in BOTH COPIES of the form. Type or use ink.
- Do not detach any part.

**2** FILL IN THE IDENTIFYING INFORMATION BELOW (please print or type):

| NAME (last) (first) (middle) | DATE OF BIRTH (month, day, year) | SOCIAL SECURITY NUMBER |
|---|---|---|
| [redacted] | /29 | |
| EMPLOYING DEPARTMENT OR AGENCY<br>Kent, William M. | LOCATION (City, State, ZIP Code) | |

**3** MARK AN "X" IN ONE OF THE BOXES BELOW (do NOT mark more than one):

Mark here if you WANT BOTH optional and regular insurance → ☐ (A)

**ELECTION OF OPTIONAL (IN ADDITION TO REGULAR) INSURANCE**

I elect the $10,000 additional optional insurance and authorize the required deductions from my salary, compensation, or annuity to pay the full cost of the optional insurance. This optional insurance is in addition to my regular insurance.

Mark here if you DO NOT WANT OPTIONAL but do want regular insurance → ☒ (B)

**DECLINATION OF OPTIONAL (BUT NOT REGULAR) INSURANCE**

I decline the $10,000 additional optional insurance. I understand that I cannot elect optional insurance until at least 1 year after the effective date of this declination and unless at the time I apply for it I am under age 50 and present satisfactory medical evidence of insurability. I understand also that my regular insurance is not affected by this declination of additional optional insurance.

Mark here if you WANT NEITHER regular nor optional insurance → ☐ (C)

**WAIVER OF LIFE INSURANCE COVERAGE**

I desire not to be insured and I waive coverage under the Federal Employees Group Life Insurance Program. I understand that I cannot cancel this waiver and obtain regular insurance until at least 1 year after the effective date of this waiver and unless at the time I apply for insurance I am under age 50 and present satisfactory medical evidence of insurability. I understand also that I cannot now or later have the $10,000 additional optional insurance unless I have the regular insurance.

**4** SIGN AND DATE. IF YOU MARKED BOX "A" OR "C", COMPLETE THE "STATISTICAL STUB," THEN RETURN THE ENTIRE FORM TO YOUR EMPLOYING OFFICE.

SIGNATURE (do not print) William M Kent

[redacted]

DATE

21 March 1968

FOR EMPLOYING OFFICE USE ONLY

(official receiving date stamp)

APR 11 10 11 AM '68

See Table of Effective Dates on back of Original

ORIGINAL COPY—Retain in Official Personnel Folder

SECRET

STANDARD FORM No. 176-T
JANUARY 1968
(For use only until April 14, 1968)
176-101

| | ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE<br>FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM | IMPORTANT AGENCY INSTRUCTIONS ON BACK OF ORIGINAL |
|---|---|---|

## TO COMPLETE THIS FORM—

**1** FOLLOW THESE GENERAL INSTRUCTIONS:

- Read the back of the "Duplicate" carefully before you fill in the form.
- Fill in BOTH COPIES of the form. Type or use ink.
- Do not detach.

**2** FILL IN THE IDENTIFYING INFORMATION BELOW (please print or type):

| NAME (last) (first) (middle) | DATE OF BIRTH (month, day, year) | SOCIAL SECURITY NUMBER |
|---|---|---|
| KENT WILLIAM M. | 5-9-29 | 058 22 8472 |
| EMPLOYING DEPARTMENT OR AGENCY | LOCATION (City, State, ZIP Code) | |

HAVE YOU EVER BEFORE FILED AN "ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE"? ☐ YES ☐ NO
If "YES," your last such form remains in effect and you should not file this new form unless you want to change the old one. (See Instructions for Employees on page 4.)

**3** MARK AN "X" IN ONE OF THE BOXES BELOW (do NOT mark more than one):

Mark here if you WANT BOTH optional and regular insurance ☒ (A)

**ELECTION OF OPTIONAL (IN ADDITION TO REGULAR) INSURANCE**

I elect the $10,000 additional optional insurance and authorize the required deductions from my salary, compensation, or annuity to pay the full cost of the optional insurance. This optional insurance is in addition to my regular insurance.

Mark here if you DO NOT WANT OPTIONAL but do want regular insurance ☐ (B)

**DECLINATION OF OPTIONAL (BUT NOT REGULAR) INSURANCE**

I decline the $10,000 additional optional insurance. I understand that I cannot elect optional insurance until at least 1 year after the effective date of this declination and unless at the time I apply for it I am under age 50 and present satisfactory medical evidence of insurability. I understand also that my regular insurance is not affected by this declination of additional optional insurance.

Mark here if you WANT NEITHER regular nor optional insurance ☐ (C)

**WAIVER OF LIFE INSURANCE COVERAGE**

I desire not to be insured and I waive coverage under the Federal Employees Group Life Insurance Program. I understand that I cannot cancel this waiver and obtain regular insurance until at least 1 year after the effective date of this waiver and unless at the time I apply for insurance I am under age 50 and present satisfactory medical evidence of insurability. I understand also that I cannot now or later have the $10,000 additional optional insurance unless I have the regular insurance.

**4** DATE AND SIGN. RETURN THE ENTIRE FORM TO YOUR EMPLOYING OFFICE.

SIGNATURE (do not print): William M. Kent

DATE: March 30, 1970

FOR EMPLOYING OFFICE USE ONLY

(official receiving date stamp)

See Table of Effective Dates on back of Original

ORIGINAL COPY—Retain in Official Personnel Folder

STANDARD FORM No. 176
APRIL 1968
FPM Supplement 870-1
176-102

11. PREFERENCE FOR NEXT ASSIGNMENT:

11A. DESCRIBE BRIEFLY THE TYPE OF WORK YOU WOULD PREFER FOR NEXT ASSIGNMENT IF DIFFERENT FROM THAT INDICATED IN ITEM NO. 9, ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICE.

I would very much like to continue in my present duties, dealing with varied nationalities and having a wide range of operational opportunities. Should a circumstance develop for Washington Base involvement in Covert Action work, particularly political action, I would like to be a part of it. My preference would also lie in continuing in my present [redacted] status and cover arrangement indefinitely.

Employee

11B. INDICATE IF YOU DESIRE TO EXTEND YOUR CURRENT TOUR BY CHECKING IN APPROPRIATE BOX. ALSO INDICATE PREFERENCE FOR NEXT REGULAR ASSIGNMENT BY INSERTING 1, 2, & 3 (*for 1st, 2nd, and 3rd choice*) IN REMAINING BOXES. COMPLETE ALL ALTERNATE CHOICES AND OPTIONS IN ALL CASES EVEN THOUGH YOU ARE REQUESTING AN EXTENSION OF YOUR TOUR.

☐ EXTEND TOUR ________ MONTHS AT CURRENT STATION TO ________ (DATE).

☐ BE ASSIGNED TO HQDTRS FOR A TOUR OF DUTY; INDICATE YOUR CHOICE OF DIVISION, STAFF OR OFFICE.
1ST CHOICE ________ 2ND CHOICE ________ 3RD CHOICE ________

☐ BE ASSIGNED TO ANOTHER FIELD STATION; INDICATE CHOICE OF GEOGRAPHIC AREA OR SPECIALIZATION
1ST CHOICE ________ 2ND CHOICE ________ 3RD CHOICE ________

☒ RETURN TO MY CURRENT STATION

**TO BE COMPLETED BY FIELD STATION**

12. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE AND HIS PREFERENCE FOR NEXT ASSIGNMENT, INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING:

**Washington Base concurs with [redacted] request that he remain in his present assignment for another tour.**

**TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE**

13. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF YOUR COMPONENT, INDICATE YOUR COMPONENT'S RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING.

DO Division concurs in Subject's, and Base's, desire for another tour at Washington Base. Subject has been an effective case officer and his effectiveness should be still greater by virtue of his accumulated experience in the Base area.

DATE 1 May 69 TITLE DCDO/I SIGNATURE Stanley H. Gaines
Stanley H. Gaines

**FOR USE BY CAREER SERVICE**

14. APPROVED ASSIGNMENT:
2nd tour approved.

15. EMPLOYEE NOTIFIED BY DISPATCH NO. [illegible] -338 DATED: 26 May 69
CABLE NO. ________ DATED: ________

CAREER SERVICE REPRESENTATIVE: Charles B. Redmond [illegible] DATE: ________
(SIGNATURE)

# FIELD REASSIGNMENT QUESTIONNAIRE

William M. Kent DO NOT COMPLETE FOR HEADQUARTERS USE ONLY

| NAME OF EMPLOYEE [redacted] | DATE (from item S-1) | NAME OF SUPERVISOR (true) | DATE (from item S-2) |
|---|---|---|---|
| [redacted] | 12 Feb. 1969 | John G. Shaffer, Jr. | 12 Feb. 1969 |

| DATE RECEIVED AT HEADQUARTERS: | DISPATCH NUMBER: | DATE RECEIVED BY CAREER SERVICE: |
|---|---|---|
| 17 February 1969 | TM 198253<br>12 Feb. 1969 | |

**TO BE COMPLETED BY EMPLOYEE**

| 1. DATE OF BIRTH | 2. SERVICE DESIGN | 3. YOUR CURRENT POSITION, TITLE AND GRADE | 4. STATION OR BASE | 5. CRYPT FOR CURRENT COVER |
|---|---|---|---|---|
| 9 May 1929 | D | Ops Officer - GS-14/3 | DO BASE WASHINGTON | WUINDIAN |

| 6a. DATE OF PCS ARRIVAL IN FIELD | 6b. REQUESTED DATE OF DEPARTURE | 6c. EXPECTED DATE OF FIRST CHECK-IN AT HQ | 6d. DESIRED DATE TO REPORT TO DUTY AFTER LEAVE |
|---|---|---|---|
| 1 August 1967 | | | |

7. NUMBER AND AGES OF DEPENDENTS WHO WILL TRAVEL WITH YOU:

4 dependents, ages 38, 15, 14, 13

8. PERSONAL CIRCUMSTANCES THAT SHOULD BE CONSIDERED IN DETERMINING NEXT ASSIGNMENT:

Educational facilities for my children and medical facilities for my wife.

9. LIST YOUR MAJOR DUTIES DURING CURRENT TOUR (*see special note on transmittal form*). (*also attach personal cover questionnaire in accordance with CSI-F 240-8*)

- - Initiate and develop contacts and operations in the Washington diplomatic and foreign press communities, encompassing all the major world geographical areas.
- - Handle recruited agents resident in the Washington area.
- - Establish and maintain self in commercial cover role. Perform cover duties.
- - Prepare operational correspondence and conduct routine administrative tasks.

10. TRAINING DESIRED:
INDICATE WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE DURING THE NEXT SEVERAL YEARS

4. Mr. Kent has a first rate mind, a unique flair for SA operations, and unusual language capabilities. During the Chilean crisis period he demonstrated his dedication to duty, working eleven or twelve hours a day without complaint, and his ability to make effective use of his exceptional professional talents and experience while simultaneously exercising sound judgment and leadership in his management of Branch affairs.

5. In view of Mr. Kent's outstanding performance under tense and trying circumstances it is strongly recommended that he be granted a QSI.

David A. Phillips
Chief
Western Hemisphere Division

APPROVAL RECOMMENDED:

Chairman, DDO/QSI Panel — 15 Jan 74 — Date

APPROVED:

Director of Personnel — 31 JAN 1974 — Date

SECRET

20 DEC 1973

MEMORANDUM FOR: Chairman, QSI Honor and Merit Award Panel

SUBJECT: Request for QSI:
William M. Kent, GS-14

1. It is recommended that Mr. William M. Kent be granted a Quality Step Increase in recognition of his outstanding performance as Chief of the SA Section and Acting Deputy Branch Chief of WH/6 during the tension-filled days which preceded and followed the Chilean military coup of 11 September 1973. The nature of Mr. Kent's service to the Agency during this period has been described more fully in his most recent fitness report, which evaluated his overall performance as "Outstanding."

2. Mr. Kent served as Acting Deputy Branch Chief of WH/6 for five months, from mid-June to mid-November 1973, while concurrently continuing to direct the large and important Chilean covert action program with exceptional competence. Mr. Kent thus was handling two exacting jobs simultaneously during the entire coup period. This was a time of particular tension for the Branch, since developments in Chile were of international importance and generated almost daily requests for special papers and briefings for top U.S. Government leaders. Mr. Kent performed at a consistently high level in both his SA and managerial capacities: his propaganda and political action guidance was timely, imaginative and effective, while his managerial decisions as provisional head of a 15-man branch reflected sound judgment and an across-the-board foundation in clandestine operations.

3. A self-reliant and exceptionally talented SA officer, Mr. Kent was personally responsible for the creation and implementation of two successful Division programs -- one in the political action and one in the propaganda field -- which have made an important contribution to the achievement of U.S. policy objectives with regard to Chile. These programs are being continued even though Mr. Kent has now left the Branch to handle an exacting new staff assignment.

E2, IMPDET
CL BY 024345

SECRET

SECRET
EYES ONLY

3 November 1970

MEMORANDUM FOR THE RECORD

SUBJECT: Commendation - Mr. William Kent

1. Mr. Kent was assigned to a high priority Task Force in WH Division from 21 September through 30 October.

2. During this period Mr. Kent assisted in the preparation of propaganda material and was in charge of black operations. Based on his knowledge of the Cuban Intelligence Service and Cuban modus operandi, Mr. Kent prepared several highly imaginative black operations and provided much needed advice to the Task Force on this subject. The biographic material he pulled together on a major proponent of our little drama was of exceptional value and was delivered to several U. S. as well as foreign newsmen who made extensive use of it. Mr. Kent is a well trained and resourceful Clandestine Service Operator whose work showed the stamp of professionalism and whose attitude was marked by a deep interest in his work. Mr. Kent is to be commended for his efforts on the behalf of the Task Force and for the unusual talent he brought to the job.

3. A copy of this commendation will be placed in Mr. Kent's personnel file.

William V. Broe
William V. Broe
Chief
Western Hemisphere Division

EYES ONLY
SECRET

CONFIDENTIAL
(when filled in)

MANAGEMENT BY OBJECTIVES SEMINAR

Student: Kent, Willaim M.    Dates: 30 June - 2 July 1975

Employee Number: 059198    Office: PS

Service Designation: D

COURSE OBJECTIVES:

Upon completion of this Seminar, the participant should be able to:

1) Understand the evolution of the MBO concept.

2) Identify the elements of MBO and understand their utility.

3) Understand how MBO has been applied in certain large organizations.

4) Understand the major characteristics of the management system now used within each Directorate, particularly within his own Directorate.

5) Define significant differences and common traits in the practice of MBO among the Directorates of the Agency.

6) Describe actions which might be taken to improve and strengthen the application of MBO within the Agency.

ACHIEVEMENT RECORD:

This is a certificate of attendance only. No attempt was made to evaluate student achievement in the Seminar.

FOR THE DIRECTOR OF TRAINING

~~Instructor~~    3 July 1975
Date

CONFIDENTIAL
(when filled in)

S E C R E T

5 December 1975

MEMORANDUM FOR THE RECORD

SUBJECT: Commendation of Mr. William Kent

During the last five months I have turned to Mr. Kent on two occasions to help the Latin America Division in connection with Senate Select Committee's investigation of covert action in Chile. When confronted with a need to produce a paper on Chile in a short timeframe, I instinctively turned to him. It was not only because he had expertise on Chile, due to service in the Chile Branch, but because he is highly skilled in written presentation. He organizes his material well and presents it in a lucid, highly readable manner. On the first occasion, he helped us prepare a paper that was eventually used by the Director in his presentation before the Senate Select Committee on 14-15 July. On the second occasion his contribution was used by the DDO in his appearance before the Senate Select Committee on 28 October. Both of these papers were excellent and have withstoood critical scrutiny.

Aside from Mr. Kent's ability to write I would like to take this occasion to record my overall high esteem for Mr. Kent as a professional and as a person. I have always considered him to be one of our more able and promising officers. His dedication is exemplary; he has spent untold extra hours of his time carrying out his duties. He has good judgment and common sense. Mr. Kent has a very attractive personality and excellent personal presence. From all standpoints he is an excellent officer that deserves to move ahead in the organization. I am convinced he has the ability and potential to do so.

signed
Raymond A. Warren

Raymond A. Warren
Deputy Chief
Latin America Division

cc: ✓C/CMG/NOC
C/LA/PEMS

S E C R E T

E2 IMPDET
CL BY 009560

C O N F I D E N T I A L
(When filled in)

# TRAINING REPORT

## MANAGEMENT COMMUNICATION COURSE
(40 hrs., full-time)

STUDENT: William M. Kent EMPLOYEE NO: 059198

SERVICE DESIGNATION: D OFFICE : CMG

DATES ATTENDED: 24-28 January 1977

### COURSE OBJECTIVES-CONTENT AND METHODS

The Management Communication Course is designed to enable students to improve managerial performance by applying communication theory and principles to daily management activity; use interpersonal communication techniques to deal more effectively with superiors, peers, and subordinates; identify and use management communication source/resource personnel within the Agency; and assess the effectiveness of communication within an organizational component.

The content of the course is presented with the use of TV, films, and relevant exercises supplementing group and individual participation. Current theory and practical application are stressed.

### ACHIEVEMENT RECORD

This is a certificate of attendance only. No attempt was made to evaluate student achievement in this course.

FOR THE DIRECTOR OF TRAINING:

Charles E. Coughlin 31 JAN 1977

Chief Instructor Date

C O N F I D E N T I A L

TRAINING REPORT

OFFICE OF TRAINING

FUNCTIONAL TRAINING DIVISION

This certifies that William M. Kent (039198) has completed the two day Equal Employment Opportunity (EEO) Seminar for Supervisors held 17-18 August 1976. At the conclusion of this two-day session, each participant will be able to describe the following:

a) The EEO Program and reasons for its existence;

b) A supervisor's responsibility in implementing the program;

c) The procedures for processing EEO complaints;

d) The Agency's past record and the Agency's Affirmative Action Plans; and

e) The significance of Upward Mobility, Federal Women's, and Hispanic Programs in the overall EEO Program.

FOR THE DIRECTOR OF TRAINING:

Donald R. Heady
DONALD R. HEADY
Course Administrator

| NAME OF EMPLOYEE (Last-First-Middle) | NAME AND RELATIONSHIP OF DEPENDENT* | CLAIM NUMBER |
|---|---|---|
| Kent, William M. | Self | 77-0324 |

There is on file in the Personal Affairs Branch, Benefits and Services Division, Office of Personnel, an Official Disability Claim File on the above named employee (or his dependent*) for an illness, injury, or death incurred on 1/17/77.

This notice should be filed in the employee's Official Personnel Folder as a permanent cross-reference to the Official Disability Claim File.

| DATE OF NOTICE | SIGNATURE OF BSD REPRESENTATIVE |
|---|---|
| 2/9/77 | Ernest L. Hardt |

NOTICE OF OFFICIAL DISABILITY CLAIM FILE

SECRET

| COVER CONTROL OF RETIREMENT PROCESSING | FILE [illegible] |
|---|---|
| TO: Retirement Operations Branch<br>Office of Personnel | DATE 7 [illegible] |
| RETIREE William M. [illegible] | CATEGORY OF EMPLOYMENT |

On the basis of a review of the records of the Central Cover Staff the following action is to be taken on processing retirement documentation for the person named above.

| | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| TYPE RETIREMENT | | CIVIL SERVICE | X | CIARDS | DATE 30 June [illegible] | | | |
| COVER | X | OVERT ROUTINE | | COVERT (*OFFICIAL COVER*) LOCK-UP | | COVERT (*NOC*) SPECIAL | RETENTION OF AWARDS | X YES / NO |
| CORRESPONDENCE | X | OVERT | | COVERT | | THRU CCS | | |

FINANCES

| | | | | | | |
|---|---|---|---|---|---|---|
| ANNUITY PAYMENTS SHOULD BE | X | U.S. GOV'T. CHECK | | | | OTHER (*Payment instructions follow*) |
| TAX DOCUMENTATION SHOULD BE | X | CIA | | CSC | | OTHER (*MEMO FOLLOWS*) |
| REQUEST TRANSFER OF FUNDS FROM CIVIL SERVICE COMMISSION | X | YES | | NO | | INTERNAL TRANSFER |

INSURANCE

| | | | | | |
|---|---|---|---|---|---|
| FEGLI | X | OVERT | | COVERT | MAINTAIN RECORDS INTERNALLY ONLY |

TYPE OF HOSPITALIZATION CARD: GEHA

| | | | | |
|---|---|---|---|---|
| AUTHORIZATION TO CONVERT INSURANCE | X | YES | | CONVERSION MUST BE APPROVED BY CCS |

RESERVE

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| MEMBER OF CIVILIAN RESERVE | | YES | | NO | X | OVERT | COVERT |
| CREDIT UNION | X | OVERT | | COVERT | | | |

REMARKS:

CHIEF, COVER SUPPORT BRANCH
CENTRAL COVER STAFF

**THIS SECTION TO BE COMPLETED BY OFFICE OF SECURITY**

______________________ NO SECURITY OBJECTIONS TO ABOVE.

OTHER INSTRUCTIONS AS FOLLOWS:

CHIEF, EMPLOYEE ACTIVITY BRANCH, OFFICE OF SECURITY

FORM 7-77 3429 USE PREVIOUS EDITIONS SECRET E-2, IMPDET CL BY: 063851 (4-9-13)

7 - OFF. PERS. FILE ROOM

| GS-6 | $3795 p.a. | 16 June 1952 |
|---|---|---|

2. DESCRIPTION OF DUTIES SINCE LAST EFFICIENCY REPORT. (LIST MOST RECENT FIRST. DESCRIBE CONCISELY BUT FULLY)

Establishing and maintaining a tentative travel control system in the Darien District of Panama for travel through the Panama-Colombia frontier. Agent at the Air Travel Control Field Office at Tocumen National Airport. Performing surveillances and conducting investigations. Writing reports.

3. IF COURSES OF INSTRUCTION WERE COMPLETED DURING PERIOD OF THIS REPORT, LIST TITLE, LOCATION OF SCHOOL, LENGTH OF COURSE AND DATE COMPLETED.

4. PROFICIENCY IN FOREIGN LANG.

| | READING | | | SPEAKING | | | UNDERSTANDING | | |
|---|---|---|---|---|---|---|---|---|---|
| | EXC | GOOD | FAIR | EXC | GOOD | FAIR | EXC | GOOD | FAIR |
| Spanish | x | | | x | | | x | | |
| Italian | x | | | x | | | x | | |
| French | | | x | | x | | | | x |
| German | | | x | | | x | | | x |

5. MY PREFERENCE FOR NEXT DUTY AFTER TERMINATION OF CURRENT ASSIGNMENT IS: (IF IN US-SO STATE)

| TYPE OF DUTY | LOCATION |
|---|---|
| Operations Officer | Mexico |
| Operations Officer | Cuba |
| Operations Officer | Guatemala |

(LIST ONE OR MORE IN ORDER OF PREFERENCE)

6. HAVE THERE BEEN ANY CHANGES IN PERSONAL STATUS SINCE ORIGINAL EMPLOYMENT OR LAST REPORT - WHICHEVER IS LATER?

MARITAL STATUS [ ] YES [X] NO   NUMBER OF DEPENDENTS [ ] YES [X] NO   EMERGENCY ADDRESSEE [ ] YES [X] NO   LEGAL ADDRESS [ ] YES [X] NO

IF THE ANSWER TO ANY OF THE ABOVE IS YES, ATTACH A SEPARATE DETAILED REPORT IN DUPLICATE HERETO. IN THE CASE OF MARRAIGE, THE REPORT WILL INCLUDE NAMES, ADDRESSES, AND CITIZENSHIP OF SPOUSE, FATHER-IN-LAW, MOTHER-IN-LAW, BROTHERS-IN-LAW AND SISTERS-IN-LAW.

5 June 1953
DATE

Kent, William Morris
SIGNATURE OF EMPLOYEE

SECTIONS 7 THROUGH 11 TO BE COMPLETED BY IMMEDIATE SUPERVISOR

7. PERIOD COVERED BY THIS REPORT: DATE FROM 16 Sept.52 DATE TO 31 May 53

OCCASION FOR REPORT: ANNUAL [X] REASSIGNMENT OF REPORTING OFFICER [ ] PROPOSED REASSIGNMENT OF EMPLOYEE REPORTED ON [ ] COVERING INITIAL 90 DAYS OF EMPLOYMENT [ ]

8. IS THIS EMPLOYEE QUALIFIED TO PERFORM ALL PRESENT DUTIES? [X] YES [ ] NO   IS EMPLOYEE BETTER QUALIFIED FOR OTHER DUTIES? [X] YES [ ] NO   IF SO, WHAT DUTY OR DUTIES: Intell. Off. - Operations after Headquarters' training

DO YOU CONCUR IN EMPLOYEES DESCRIPTION OF DUTIES UNDER SECTION 2? [X] YES [ ] NO   IF NO, EXPLAIN IN SECTION 11

HAS EMPLOYEE STRIVEN FOR PROFESSIONAL IMPROVEMENT? [X] YES [ ] NO   DO YOU RECOMMEND EMPLOYEE FOR PROMOTION? [X] YES [X] NO   IF SO, TO WHAT GRADE AND FOR WHAT POSITION? GS-7

9. FOR EACH FACTOR OBSERVED CHECK THE APPROPRIATE BOX TO INDICATE HOW THE EMPLOYEE COMPARES WITH ALL OTHERS OF THE SAME CLASSIFICATION WHOSE PROFESSIONAL ABILITIES ARE KNOWN TO YOU PERSONALLY. DO NOT LIMIT THIS COMPARISON TO THE OTHERS NOW UNDER YOUR SUPERVISION. DO NOT HESITATE TO MARK 'NOT OBSERVED' ON ANY QUALITY WHEN APPROPRIATE.

| RATING FACTORS | NOT OBSERVED | UNSATISFACTORY | FAIR | GOOD | VERY GOOD | EXCELLENT | OUTSTANDING |
|---|---|---|---|---|---|---|---|
| A. ABILITY TO WORK AND GET ALONG WITH PEOPLE | | | | | X | | |
| B. INTEREST AND ENTHUSIASM IN WORK | | | | | | X | |
| C. SECURITY CONSCIOUSNESS | | | | | | X | |
| D. ABILITY TO GRASP INSTRUCTIONS AND PLANS | | | | | | X | |
| E. ATTENTION TO DUTY | | | | | | X | |
| F. JUDGMENT AND COMMON SENSE | | | | | X | | |
| G. ABILITY TO OBTAIN RESULTS AND GET THINGS DONE | | | | | | X | |
| H. DISCRETION | | | | | X | | |
| I. INITIATIVE | | | | | | X | |
| J. ABILITY TO HANDLE AND DIRECT PEOPLE. | | | | | X | | |
| K. PERFORMANCE OF PRESENT DUTIES (ITEM 2) | | | | | | X | |
| L. ABILITY TO EVALUATE INTELLIGENCE INFORMATION | | | | | | X | |
| M. TACT | | | | | X | | |
| N. SAGACITY (NON-GULLIBILITY) | | | | | | X | |
| O. LEADERSHIP | | | | | X | | |
| P. PHYSICAL STAMINA | | | | | | X | |
| Q. MENTAL STAMINA | | | | | | X | |

10. INDICATE YOUR ATTITUDE TOWARD HAVING THIS EMPLOYEE UNDER YOUR COMMAND OR SUPERVISION. WOULD YOU - DEFINITELY NOT WANT HIM? [ ] PREFER NOT TO HAVE HIM? [ ] BE SATISFIED TO HAVE HIM? [ ] BE PLEASED TO HAVE HIM? [X] PARTICULARLY DESIRE HIM? [ ]

11. ENTER HERE ANY DESIRED REMARKS PERTAINING TO PARTICULAR QUALIFICATIONS OR LACK THEREOF WHICH ARE CONSIDERED PERTINENT TO THE EVALUATION OF THIS EMPLOYEE. OUTSTANDING ASSETS AND/OR SERIOUS LIMITATIONS SHOULD BE STATED ALSO REASONS FOR AND RECOMMENDATIONS AS TO REASSIGNMENT WILL BE GIVEN IF APPROPRIATE TO THIS REPORT.

(IF ADDITIONAL SPACE IS NEEDED ATACH EXTRA SHEET)

1 July 1953
DATE

Eldridge B. Crozier
SIGNATURE OF REPORTING OFFICER

L. T. Cady
SIGNATURE OF REVIEWING OFFICER

(IF REVIEWING OFFICER OR CHIEF OF STATION DOES NOT CONCUR WITH THIS REPORT, EXCEPTIONS WILL BE STATED IN SPACE PROVIDED ON THE REVERSE SIDE HEREOF)

SECRET
(When Filled In)

NDICATE IF YOU THINK THAT ANY SINGLE STRENGTH OR WEAKNESS OUTWEIGHS ALL OTHER CONSIDERATIONS:

No.

OFFICE OF PERSONNEL

MAR 7 9 40 AM '55

MAIL ROOM

YOU FEEL THAT HE REQUIRES CLOSE SUPERVISION? [X] NO [ ] YES. IF YES, WHY?

AT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?

1. Phases I, II, III.
2. CPO

HER COMMENTS (*Indicate here general traits, specific habits or characteristics not covered elsewhere in the port but which have a bearing on effective utilization of this person*):

## SECTION VI

*Read all descriptions before rating. Place "X" in the most appropriate box under subsections A,B,C,&D*

*IRECTIONS: Consider only the skill with which the rson has performed the duties of his job and rate m accordingly.*

[ ] 1. DOES NOT PERFORM DUTIES ADEQUATELY; HE IS INCOMPETENT.
[ ] 2. BARELY ADEQUATE IN PERFORMANCE: ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES COMPETENTLY.
[ ] 3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY; OCCASIONALLY REVEALS SOME AREA OF WEAKNESS.
[ ] 4. PERFORMS DUTIES IN A TYPICALLY COMPETENT, EFFECTIVE MANNER.
[ ] 5. A FINE PERFORMANCE; CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.
[ ] 6. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO THE RATER.

IS INDIVIDUAL BETTER QUALIFIED FOR WORK IN SOME AREA? [ ] NO [ ] YES. IF YES, WHAT?

C. *DIRECTIONS: Based upon what he has said, his actions, and any other indications, give your opinion of this person's attitude toward the organization.*

[ ] 1. HAS AN ANTAGONISTIC ATTITUDE TOWARD THE AGENCY ..WILL DEFINITELY LEAVE THE ORGANIZATION AT THE FIRST OPPORTUNITY.
[ ] 2. HAS STRONG NEGATIVE ATTITUDE TOWARD ORGANIZATION...IRKED BY RESTRICTIONS...REGARDS AGENCY AS A TEMPORARY STOP UNTIL HE CAN GET SOMETHING BETTER.
[ ] 3. TENDS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD THE ORGANIZATION..BOTHERED BY MINOR FRUSTRATIONS..WILL QUIT IF THESE CONTINUE.
[ ] 4. HIS ATTITUDE TOWARD THE ORGANIZATION IS INDIFFERENT...HAS "WAIT AND SEE" ATTITUDE..WOULD LEAVE IF SOMEONE OFFERED HIM SOMETHING BETTER.
[ ] 5. TENDS TO HAVE FAVORABLE ATTITUDE TOWARD ORGANIZATION..MAKES ALLOWANCES FOR RESTRICTIONS IMPOSED BY WORKING FOR ORGANIZATION..THINKS IN TERMS OF A CAREER IN THE ORGANIZATION.
[X] 6. DEFINITELY HAS FAVORABLE ATTITUDE TOWARD THE ORGANIZATION..BARRING AN UNEXPECTED OUTSIDE OPPORTUNITY, WILL PROBABLY ENDEAVOR TO MAKE A CAREER IN THE ORGANIZATION.
[ ] 7. HAS AN ENTHUSIASTIC ATTITUDE TOWARD THE ORGANIZATION..WILL PROBABLY NEVER CONSIDER WORKING ANY PLACE BUT IN THE ORGANIZATION.

*RECTIONS: Considering others of this person's grade d type of assignment, how would you rate him on tentiality for assumption of greater responsibilies normally indicated by promotion.*

[ ] 1. HAS REACHED THE HIGHEST GRADE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED.
[ ] 2. IS MAKING PROGRESS, BUT NEEDS MORE TIME IN PRESENT GRADE BEFORE PROMOTION TO A HIGHER GRADE CAN BE RECOMMENDED.
[ ] 3. IS READY TO TAKE ON RESPONSIBILITIES OF THE NEXT HIGHER GRADE, BUT MAY NEED TRAINING IN SOME AREAS.
[ ] 4. WILL PROBABLY ADJUST QUICKLY TO THE MORE RESPONSIBLE DUTIES OF THE NEXT HIGHER GRADE.
[ ] 5. IS ALREADY PERFORMING AT THE LEVEL OF THE NEXT HIGHER GRADE.
[ ] 6. AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR RAPID ADVANCEMENT.

D. *DIRECTIONS: Consider everything you know about this person in making your rating..skill in job duties, conduct on the job, personal characteristics or habits, and special defects or talents.*

[ ] 1. DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED.
[ ] 2. OF DOUBTFUL SUITABILITY..WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW.
[ ] 3. A BARELY ACCEPTABLE EMPLOYEE..DEFINITELY BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION.
[ ] 4. A TYPICAL EMPLOYEE..HE DISPLAYS THE SAME SUITABILITY AS MOST OF THE PEOPLE I KNOW IN THE ORGANIZATION.
[X] 5. A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS.
[ ] 6. AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION.
[ ] 7. EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION.

| | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 26. CAN THINK ON HIS FEET. | | | | | | | | | | | X | | | |
| 27. COMES UP WITH SOLUTIONS TO PROBLEMS. | | | | | | | | | | | X | | | |
| 28. STIMULATING TO ASSOCIATES; A "SPARK PLUG". | | | | | | | | | X | | | | | |
| 29. TOUGH MINDED. | | | | | | | | | X | | | | | |
| 30. OBSERVANT. | | | | | | | | | X | | | | | |
| 31. CAPABLE. | | | | | | | | | | | X | | | |
| 32. CLEAR THINKING. | | | | | | | | | | | X | | | |
| 33. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS. | | | | | | | | | | | | | X | |
| 34. EVALUATES SELF REALISTICALLY. | | | | | | | | | | X | | | | |
| 35. WELL INFORMED ABOUT CURRENT EVENTS. | | | | | | | | X | | | | | | |
| 36. DELIBERATE. | | | | | | | X | | | | | | | |
| 37. EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES. | | | | | | | | | X | | | | | |
| 38. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS. | | | | | | | | | | | X | | | |
| 39. THOUGHTFUL OF OTHERS. | | | | | | | | | X | | | | | |
| 40. WORKS WELL UNDER PRESSURE. | | | | | | | | | | | X | | | |
| 41 DISPLAYS JUDGEMENT. | | | | | | | | | X | | | | | |
| 42. GIVES CREDIT WHERE CREDIT IS DUE. | | | | | | | | | | X | | | | |
| 43. HAS DRIVE. | | | | | | | | | | | X | | | |
| 44. IS SECURITY CONSCIOUS. | | | | | | | | | | | X | | | |
| 45. VERSATILE. | | | | | | | | | | X | | | | |
| 46. HIS CRITICISM IS CONSTRUCTIVE. | | | | | | | | | | X | | | | |
| 47. ABLE TO INFLUENCE OTHERS. | | | | | | | | | | X | | | | |
| 48. FACILITATES SMOOTH OPERATION OF HIS OFFICE. | | | | | | | | | | X | | | | |
| 49. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION. | | | | | | | | | | | | X | | |
| 50. A GOOD SUPERVISOR. | | | | | | | | | | | X | | | |

## SECTION V

A. WHAT ARE HIS OUTSTANDING STRENGTHS?

[redacted] has initiative to a high degree and takes pride in carrying out his duties well. He is keenly interested in incweasing his professional capabilities and shows considerable aptitude for this type of work.

B. WHAT ARE HIS OUTSTANDING WEAKNESSES?

None outstanding.

**SECRET**
*(When Filled In)*

OFFICE OF PERSONNEL

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MAIL ROOM

## SECTION IV

*This section is provided as an aid in describing the individual. Your description is not favorable or unfavorable in itself but acquires its meaning in relation to a particular job or assignment. The descriptive words are to be interpreted literally.*

*On the left hand side of the page below are a series of statements that apply in some degree to most people. On the right hand side of the page are four major categories of descriptions. The scale within each category is divided into three small blocks; this is to allow you to make finer distinctions if you so desire. Look at the statement on the left - then check the category on the right which best tells how much the statement applies to the person you are rating. Placing an "X" in the "Not Observed" column means you have no opinion on whether a phrase applies to an individual. Placing an "X" in the "Does Not Apply" column means that you have the definite opinion that the description is not at all suited to the individual.*

| STATEMENTS | NOT OBSERVED | DOES NOT APPLY | APPLIES TO A LIMITED DEGREE | | | APPLIES TO A REASONABLE DEGREE | | | APPLIES TO AN ABOVE AVERAGE DEGREE | | | APPLIES TO AN OUTSTANDING DEGREE | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| SAMPLES: A. ABLE TO SEE ANOTHER'S POINT OF VIEW. | | | X | | | | | | | | | | | |
| B. PRACTICAL. | | | | | | | | | | X | | | | |
| 1. A GOOD REPORTER OF EVENTS. | | | | | | | | | X | | | | | |
| 2. CAN MADE DECISIONS ON HIS OWN WHEN NEED ARISES. | | | | | | | | | X | | | | | |
| 3. CAUTIOUS IN ACTION. | | | | | | X | | | | | | | | |
| 4. HAS INITIATIVE. | | | | | | | | | | | | | X | |
| 5. UNEMOTIONAL. | | | | | | | X | | | | | | | |
| 6. ANALYTIC IN HIS THINKING. | | | | | | | | X | | | | | | |
| 7. CONSTANTLY STRIVING FOR NEW KNOWLEDGE AND IDEAS. | | | | | | | | | | | | X | | |
| 8. GETS ALONG WITH PEOPLE AT ALL SOCIAL LEVELS. | | | | | | | | | | X | | | | |
| 9. HAS SENSE OF HUMOR. | | | | | | | | | | X | | | | |
| 10. KNOWS WHEN TO SEEK ASSISTANCE. | | | | | | | | | | | X | | | |
| 11. CALM. | | | | | | | | X | | | | | | |
| 12. CAN GET ALONG WITH PEOPLE. | | | | | | | | | | | X | | | |
| 13. MEMORY FOR FACTS. | | | | | | | | | X | | | | | |
| 14. GETS THINGS DONE. | | | | | | | | | | | | | X | |
| 15. KEEPS ORIENTED TOWARD LONG TERM GOALS. | | | | | | | | | | | X | | | |
| 16. CAN COPE WITH EMERGENCIES. | | | | | | | | | X | | | | | |
| 17. HAS HIGH STANDARDS OF ACCOMPLISHMENT. | | | | | | | | | | | | | X | |
| 18. HAS STAMINA; CAN KEEP GOING A LONG TIME. | | | | | | | | | | | X | | | |
| 19. HAS WIDE RANGE OF INFORMATION. | | | | | | | | | X | | | | | |
| 20. SHOWS ORIGINALITY. | | | | | | | | | | X | | | | |
| 21. ACCEPTS RESPONSIBILITIES. | | | | | | | | | | | | X | | |
| 22. ADMITS HIS ERRORS. | | | | | | | | | X | | | | | |
| 23. RESPONDS WELL TO SUPERVISION. | | | | | | | | | | | X | | | |
| 24. EVEN DISPOSITION. | | | | | | | X | | | | | | | |
| [25.] ABLE TO DO HIS JOB WITHOUT [S]TRONG SUPPORT. | | | | | | | | | | | X | | | |

**SECRET**

SECRET
(When Filled In)

WH

# FIELD FITNESS REPORT

*The Fitness Report is an important factor in organization personnel management. It seeks to provide:*
1. *The organization selection board with information of value when considering the application of an individual for membership in the career staff; and*
2. *A periodic record of job performance as an aid to the effective utilization of personnel.*

## INSTRUCTIONS

*TO THE FIELD ADMINISTRATIVE OR PERSONNEL OFFICER: Consult current field administrative instructions regarding the initiation and transmittal of this report to headquarters.*

*TO THE FIELD SUPERVISOR: Read the entire form before attempting to complete any item. As the supervisor who assigns, directs and reviews the work of the individual, you have primary responsibility for evaluating his strengths, weaknesses, and on-the-job effectiveness as revealed by his day-to-day activities. If this individual has been under your supervision for less than 30 days, you will collaborate, if practicable, with his previous supervisors to make sure the report is accurate and complete. Primary responsibility rests with the current supervisor. It is assumed that, throughout the period this individual has been under your supervision, you have discharged your supervisory responsibilities by frequent discussions of his work, so that in a general way he knows where he stands.*

Kent William M    Keith Rust 3/7/55

*IT IS OPTIONAL [redacted] OR NOT THIS FITNESS REPORT IS SHOWN TO THE PERSON BEING RATED*

[redacted]

## SECTION I

| [redacted] Agent) | 1. DATE OF BIRTH: 9 May 1929 | 2. SEX: M | 3. SERVICE DESIGNATION: Operations KUFIRE FI |
|---|---|---|---|

| 4. GRADE | 5. STATION DESIGNATION (Current) |
|---|---|
| GS-7b | Panama |

| 6. DUE DATE OF THIS REPORT | 7. PERIOD COVERED BY THIS REPORT (Inclusive dates) |
|---|---|
| 30 November 1954 | 1 June 1954 to 30 November 1954 |

## SECTION II (To be completed by field supervisor)

| 1. CURRENT POSITION | 2. DATE ASSUMED RESPONSIBILITY FOR POSITION |
|---|---|
| Operations Officer | 16 June 1952 |

3. STATE THE SPECIFIC ASSIGNMENTS OR TASKS WHICH ARE TYPICAL OF THOSE GIVEN TO THE EMPLOYEE DURING THE PAST THREE TO SIX MONTHS (List in order of frequency)

1. Navy liaison, including coverage and reporting of strategic materials transiting this area.
2. Water travel control, including reporting of satellite travel through this area, and assisting in air travel control.
3. Development of file material for CE leads and travel control check on persons of CE interest.
4. Cutout for one of the top CP penetrations in the area.
5. Occasional surveillances on persons of interest to the Mission.

POSTED ON OF-4

## SECTION III (To be completed at headquarters only)

*DO NOT COMPLETE - FOR HEADQUARTERS USE ONLY*

AUTHENTICATION OF REPORT AND SIGNATURES

| 1. NAME OF RATER (True) | 2. NAME OF REVIEWING OFFICIAL IN FIELD (True) |
|---|---|
| Edward L. Anderson | John H. Jenkins, Jr. |

3. THIS REPORT [X] WAS [ ] WAS NOT SHOWN TO THE INDIVIDUAL BEING RATED.

| 4. DATE REPORT AUTHENTICATED AT HQS. | 5. NAME AND SIGNATURE OF ADMINISTRATIVE OR PERSONNEL OFFICER AT HEADQUARTERS AUTHORIZED TO AUTHENTICATE FITNESS REPORT AND SIGNATURES |
|---|---|
| 21 JAN 1955 | JCKing |

*DO NOT COMPLETE - FOR HEADQUARTERS USE ONLY*

FORM NO. 45a
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(4)

C. INDICATE IF YOU THINK THAT ANY SINGLE STRENGTH OR WEAKNESS OUTWEIGHS ALL OTHER CONSIDERATIONS:

No

CONT PERS DIV
OFFICE OF PERSONNEL

D. DO YOU FEEL THAT HE REQUIRES CLOSE SUPERVISION? [X] NO [ ] YES. IF YES, WHY?

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FEB 21 12 01 PM '56
MAIL ROOM

E. WHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?

1. World Communism
2. Anti-Communist Operations

F. OTHER COMMENTS (*Indicate here general traits, specific habits or characteristics not covered elsewhere in the report but which have a bearing on effective utilization of this person*):

Corbuston has demonstrated, amply, above-average aptitude for KUCAGE-type work.

## SECTION VI

*Read all descriptions before rating. Place "X" in the most appropriate box under subsections A,B,C,&D*

**A. DIRECTIONS:** *Consider only the skill with which the person has performed the duties of his job and rate him accordingly.*

[ ] 1. DOES NOT PERFORM DUTIES ADEQUATELY; HE IS INCOMPETENT.
[ ] 2. BARELY ADEQUATE IN PERFORMANCE; ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES COMPETENTLY.
[ ] 3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY; OCCASIONALLY REVEALS SOME AREA OF WEAKNESS.
[ ] 4. PERFORMS DUTIES IN A TYPICALLY COMPETENT, EFFECTIVE MANNER.
[X] 5. A FINE PERFORMANCE; CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.
[ ] 6. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO THE RATER.

IS THIS INDIVIDUAL BETTER QUALIFIED FOR WORK IN SOME OTHER AREA? [X] NO [ ] YES. IF YES, WHAT?

**B. DIRECTIONS:** *Considering others of this person's grade and type of assignment, how would you rate him on potentiality for assumption of greater responsibilities normally indicated by promotion.*

[ ] 1. HAS REACHED THE HIGHEST GRADE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED.
[ ] 2. IS MAKING PROGRESS, BUT NEEDS MORE TIME IN PRESENT GRADE BEFORE PROMOTION TO A HIGHER GRADE CAN BE RECOMMENDED.
[ ] 3. IS READY TO TAKE ON RESPONSIBILITIES OF THE NEXT HIGHER GRADE, BUT MAY NEED TRAINING IN SOME AREAS.
[ ] 4. WILL PROBABLY ADJUST QUICKLY TO THE MORE RESPONSIBLE DUTIES OF THE NEXT HIGHER GRADE.
[X] 5. IS ALREADY PERFORMING AT THE LEVEL OF THE NEXT HIGHER GRADE.
[ ] 6. AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR RAPID ADVANCEMENT.

**C. DIRECTIONS:** *Based upon what he has said, his actions, and any other indications, give your opinion of this person's attitude toward the organization.*

[ ] 1. HAS AN ANTAGONISTIC ATTITUDE TOWARD THE ORGANIZATION..WILL DEFINITELY LEAVE THE ORGANIZATION AT THE FIRST OPPORTUNITY.
[ ] 2. HAS STRONG NEGATIVE ATTITUDE TOWARD ORGANIZATION...IRKED BY RESTRICTIONS...REGARDS ORGANIZATION AS A TEMPORARY STOP UNTIL HE CAN GET SOMETHING BETTER.
[ ] 3. TENDS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD THE ORGANIZATION..BOTHERED BY MINOR FRUSTRATIONS..WILL QUIT IF THESE CONTINUE.
[ ] 4. HIS ATTITUDE TOWARD THE ORGANIZATION IS INDIFFERENT...HAS "WAIT AND SEE" ATTITUDE..WOULD LEAVE IF SOMEONE OFFERED HIM SOMETHING BETTER.
[ ] 5. TENDS TO HAVE FAVORABLE ATTITUDE TOWARD ORGANIZATION..MAKES ALLOWANCES FOR RESTRICTIONS IMPOSED BY WORKING FOR ORGANIZATION..THINKS IN TERMS OF A CAREER IN THE ORGANIZATION.
[X] 6. DEFINITELY HAS FAVORABLE ATTITUDE TOWARD THE ORGANIZATION..BARRING AN UNEXPECTED OUTSIDE OPPORTUNITY, WILL PROBABLY ENDEAVOR TO MAKE A CAREER IN THE ORGANIZATION.
[ ] 7. HAS AN ENTHUSIASTIC ATTITUDE TOWARD THE ORGANIZATION..WILL PROBABLY NEVER CONSIDER WORKING ANY PLACE BUT IN THE ORGANIZATION.

**D. DIRECTIONS:** *Consider everything you know about this person in making your rating..skill in job duties, conduct on the job, personal characteristics or habits, and special defects or talents.*

[ ] 1. DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED.
[ ] 2. OF DOUBTFUL SUITABILITY..WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW.
[ ] 3. A BARELY ACCEPTABLE EMPLOYEE..DEFINITELY BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION.
[ ] 4. A TYPICAL EMPLOYEE..HE DISPLAYS THE SAME SUITABILITY AS MOST OF THE PEOPLE I KNOW IN THE ORGANIZATION.
[X] 5. A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS.
[ ] 6. AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION.
[ ] 7. EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION.

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**2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES**

DIRECTIONS:

a. State in the spaces below up to six of the more important SPECIFIC duties performed during this rating period. Place the most important first. Do not include minor or unimportant duties.
b. Rate performance on each specific duty considering ONLY effectiveness in performance of this specific duty.
c. For supervisors, ability to supervise will always be rated as a specific duty *(do not rate as supervisors those who supervise a secretary only)*.
d. Compare in your mind, when possible, the individual being rated with others performing the same duty at a similar level of responsibility.
e. Two individuals with the same job title may be performing different duties. If so, rate them on different duties.
f. Be specific. Examples of the kind of duties that might be rated are:

| | | |
|---|---|---|
| *ORAL BRIEFING* | *HAS AND USES AREA KNOWLEDGE* | *CONDUCTS INTERROGATIONS* |
| *GIVING LECTURES* | *DEVELOPS NEW PROGRAMS* | *PREPARES SUMMARIES* |
| *CONDUCTING SEMINARS* | *ANALYZES INDUSTRIAL REPORTS* | *TRANSLATES GERMAN* |
| *WRITING TECHNICAL REPORTS* | *MANAGES FILES* | *DEBRIEFING SOURCES* |
| *CONDUCTING EXTERNAL LIAISON* | *OPERATES RADIO* | *KEEPS BOOKS* |
| *TYPING* | *COORDINATES WITH OTHER OFFICES* | *DRIVES TRUCK* |
| *TAKING DICTATION* | *WRITES REGULATIONS* | *MAINTAINS AIR CONDITIONING* |
| *SUPERVISING* | *PREPARES CORRESPONDENCE* | *EVALUATES SIGNIFICANCE OF DATA* |

g. For some jobs, duties may be broken down even further if supervisor considers it advisable, e.g., combined key and phone operation, in the case of a radio operator.

**DESCRIPTIVE RATING NUMBER**

1 - INCOMPETENT IN THE PERFORMANCE OF THIS DUTY
2 - BARELY ADEQUATE IN THE PERFORMANCE OF THIS DUTY
3 - PERFORMS THIS DUTY ACCEPTABLY
4 - PERFORMS THIS DUTY IN A COMPETENT MANNER
5 - PERFORMS THIS DUTY IN SUCH A FINE MANNER THAT HE IS A DISTINCT ASSET ON HIS JOB
6 - PERFORMS THIS DUTY IN AN OUTSTANDING MANNER FOUND IN VERY FEW INDIVIDUALS HOLDING SIMILAR JOBS
7 - EXCELS ANYONE I KNOW IN THE PERFORMANCE OF THIS DUTY

| SPECIFIC DUTY | RATING NUMBER | SPECIFIC DUTY | RATING NUMBER |
|---|---|---|---|
| SPECIFIC DUTY NO. 1: Provides PP support and guidance to field | 5 | SPECIFIC DUTY NO. 4: Has and uses language and area knowledge | 6 |
| SPECIFIC DUTY NO. 2: Originates PP material and ideas for field | 6 | SPECIFIC DUTY NO. 5: Prepares and handles Hqs.-field corresp. on PP and related matters | 5 |
| SPECIFIC DUTY NO. 3: Co-ordinates with other Hqs. components on PP and related matters | 5 | SPECIFIC DUTY NO. 6: Prepares project outlines, renewals etc. | 5 |

**3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE**

DIRECTIONS: Stress strengths and weaknesses, particularly those which affect development on present job.

A fertile ,imaginative mind combined with tremendous drive, good area knowledge and near fluency in Spanish, makes subject an ideal PP Ops officer for the WH area. He is a little too impetuous at times and somewhat "bullheaded" but both of these shortcomings can probably be attributed to his youth and vigor and should disappear with experience. Versatility is another factor in subject's favor as is dedication to job. His overall performance on the Cuban desk has been excellent.

**SECTION D. SUITABILITY FOR CURRENT JOB IN ORGANIZATION**

DIRECTIONS: Take into account here everything you know about the individual....*productivity, conduct in the job, pertinent personal characteristics or habits, special defects or talents*....and how he fits in with your team. Compare him with others doing similar work of about the same level.

RATING NUMBER: 5

1 - DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED
2 - OF DOUBTFUL SUITABILITY...WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW
3 - A BARELY ACCEPTABLE EMPLOYEE...BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION
4 - OF THE SAME SUITABILITY AS MOST PEOPLE I KNOW IN THE ORGANIZATION
5 - A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS
6 - AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION
7 - EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION

IS THIS INDIVIDUAL BETTER SUITED FOR WORK IN SOME OTHER POSITION IN THE ORGANIZATION? [ ] YES [X] NO. IF YES, EXPLAIN FULLY:

SECRET
(When Filled In)

# FITNESS REPORT (Part I) PERFORMANCE

## INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report.

FOR THE SUPERVISOR: This report is designed to help you express your evaluation of your subordinate and to transmit this evaluation to your supervisor and senior officials. Organization policy requires that you inform the subordinate where he stands with you. Completion of the report can help you prepare for a discussion with him of his strengths and weaknesses. It is also organization policy that you show Part I of this report to the employee except under conditions specified in Regulation 20-370. It is recommended that you read the entire form before completing any question. If this is the initial report on the employee, it must be completed and forwarded to the Office of Personnel no later than 30 days after the date indicated in item 8, of Section "A" below.

## SECTION A. GENERAL

1. NAME (Last) (First) (Middle): KENT William M.
2. DATE OF BIRTH: 9 May 1929
3. SEX: M
4. SERVICE DESIGNATION: DI
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT: DDP/WH/III
6. OFFICIAL POSITION TITLE: Area Ops Officer
7. GRADE: GS-11
8. DATE REPORT DUE IN OP: 5 July 1957
9. PERIOD COVERED BY THIS REPORT (Inclusive dates): 27 Dec 56 - 17 ~~Jun~~ May 57
10. TYPE OF REPORT (Check one): INITIAL [ ] / ANNUAL [ ] / REASSIGNMENT-SUPERVISOR [X] / REASSIGNMENT-EMPLOYEE [ ] / SPECIAL (Specify) [ ]

## SECTION B. CERTIFICATION

1. FOR THE RATER: THIS REPORT [ ] HAS [X] HAS NOT BEEN SHOWN TO THE INDIVIDUAL RATED. IF NOT SHOWN, EXPLAIN WHY NOT: Subject out of country on extended TDY at time report prepared.

A. CHECK (X) APPROPRIATE STATEMENTS:

| | | | |
|---|---|---|---|
| X | THIS REPORT REFLECTS MY OWN OPINIONS OF THIS INDIVIDUAL. | | IF INDIVIDUAL IS RATED "1" IN C1 OR D, A WARNING LETTER WAS SENT TO HIM & A COPY ATTACHED TO THIS REPORT. |
| | THIS REPORT REFLECTS THE COMBINED OPINIONS OF MYSELF AND PREVIOUS SUPERVISORS. | | I CANNOT CERTIFY THAT THE RATED INDIVIDUAL KNOWS HOW I EVALUATE HIS JOB PERFORMANCE BECAUSE (Specify): |
| X | I HAVE DISCUSSED WITH THIS EMPLOYEE HIS STRENGTHS AND WEAKNESSES SO THAT HE KNOWS WHERE HE STANDS. | | |

B. THIS DATE: 19 June, 1957
C. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR: James B. Noland [signature]
D. SUPERVISOR'S OFFICIAL TITLE: C/WH/III/Cuba

2. FOR THE REVIEWING OFFICIAL: RECORD ANY SUBSTANTIAL DIFFERENCE OF OPINION WITH THE SUPERVISOR, OR ANY OTHER INFORMATION, WHICH WILL LEAD TO A BETTER UNDERSTANDING OF THIS REPORT.

[Stamp:] BY DATE
Posted Pos. Control [initials] 3 JUL 1957
Reviewed by PDD [initials] 7/8/57

[ ] CONTINUED ON ATTACHED SHEET

I certify that any substantial difference of opinion with the supervisor is reflected in the above section.

A. THIS DATE: 30 June 1957
B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL: R. N. DAHLGREN [signature]
C. OFFICIAL TITLE OF REVIEWING OFFICIAL:

## SECTION C. JOB PERFORMANCE EVALUATION

1. RATING ON GENERAL PERFORMANCE OF DUTIES

DIRECTIONS: Consider ONLY the productivity and effectiveness with which the individual being rated has performed his duties during the rating period. Compare him ONLY with others doing similar work at a similar level of responsibility. Factors other than productivity will be taken into account later in Section D.

INSERT RATING NUMBER: 5

1 - DOES NOT PERFORM DUTIES ADEQUATELY; HE IS INCOMPETENT.
2 - BARELY ADEQUATE IN PERFORMANCE; ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES.
3 - PERFORMS MOST OF HIS DUTIES ACCEPTABLY; OCCASIONALLY REVEALS SOME AREA OF WEAKNESS.
4 - PERFORMS DUTIES IN A COMPETENT, EFFECTIVE MANNER.
5 - A FINE PERFORMANCE; CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.
6 - PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO THE SUPERVISOR.

COMMENTS:

SECRET
(When Filled In)

**SECTION E** — **NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE**

Stress strengths and weaknesses demonstrated in current position. Indicate suggestions made to employee for improvement of his work. Give recommendations for his training. Describe, if appropriate, his potential for development and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the best basis for determining future personnel actions.

Subject is a bright young officer who has made an outstanding contribution to the operations of the Station since his arrival on duty. He is unusually well motivated and energetic in his work. He has shown a high degree of imagination and intelligence in his direction of KUCAGE operations. He has handled his agents and other contacts in an exemplary fashion.

The only factor that has had to be discussed with Subject is his need for greater patience, tact and understanding in his dealings with fellow workers.

Subject has great potential which should not necessarily be limited to KUCAGE type activities. His abilities and attributes are of equal value to KUTUBE operations.

OFFICE OF PERSONNEL
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MAIL ROOM

**SECTION F** — **CERTIFICATION AND COMMENTS**

**1. BY EMPLOYEE**

*I certify that I have seen Sections A, B, C, D and E of this Report.*

| DATE | SIGNATURE OF EMPLOYEE |
|---|---|
| 1 December 1959 | /S/ William M. Kent |

**2. BY SUPERVISOR**

| MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION | IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION |
|---|---|
| | |

IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON.

- [ ] EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS
- [ ] REPORT MADE WITHIN LAST 90 DAYS
- [ ] OTHER (Specify):

| DATE | OFFICIAL TITLE OF SUPERVISOR | TYPED OR PRINTED NAME AND SIGNATURE |
|---|---|---|
| 1 December 1959 | Chief of Station | /S/ Jacob D. Esterline |

**3. BY REVIEWING OFFICIAL**

- [ ] I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION.
- [ ] I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION.
- [ ] I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION.
- [x] I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.

COMMENTS OF REVIEWING OFFICIAL

| DATE | OFFICIAL TITLE OF REVIEWING OFFICIAL | TYPED OR PRINTED NAME AND SIGNATURE |
|---|---|---|
| 17 Dec 59 | C/WHD | JC King |

SECRET

SECRET
(When Filled In)

# FITNESS REPORT

EMPLOYEE SERIAL NUMBER

## SECTION A — GENERAL

| | | | |
|---|---|---|---|
| 1. NAME (Last) (First) (Middle)<br>KENT William M | 2. DATE OF BIRTH<br>9 May 1929 | 3. SEX<br>M | 4. GRADE<br>GS-12 |
| 5. SERVICE DESIGNATION<br>DI | 6. OFFICIAL POSITION TITLE<br>Area Operations Officer | 7. OFF/DIV/BR OF ASSIGNMENT<br>DDP/WH/Venezuela | |

8. CAREER STAFF STATUS

| | | | | | |
|---|---|---|---|---|---|
| | NOT ELIGIBLE | X | MEMBER | | DEFERRED |
| | PENDING | | DECLINED | | DENIED |

9. TYPE OF REPORT

| | | | |
|---|---|---|---|
| | INITIAL | | REASSIGNMENT/SUPERVISOR |
| | ANNUAL | | REASSIGNMENT/EMPLOYEE |

SPECIAL (Specify)

10. DATE REPORT DUE IN O.P.: 28 February 1960

11. REPORTING PERIOD From 1 Jan 59 To 31 Dec 59

## SECTION B — EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

1 - Unsatisfactory | 2 - Barely adequate | 3 - Acceptable | 4 - Competent | 5 - Excellent | 6 - Superior | 7 - Outstanding

| SPECIFIC DUTY | RATING NO. |
|---|---|
| SPECIFIC DUTY NO. 1: Case officer responsible for two KUCAGE media projects. | 5 |
| SPECIFIC DUTY NO. 2: Development and contact with two political action assets. | 6 |
| SPECIFIC DUTY NO. 3: Development of contacts in Dominican revolutionary circles. | 6 |
| SPECIFIC DUTY NO. 4: Special KUCAGE target of opportunity, campaigns (eg. national elections, student congresses, etc.). | 6 |
| SPECIFIC DUTY NO. 5 | |
| SPECIFIC DUTY NO. 6 | |

## SECTION C — EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position - performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the rating number in the box corresponding to the statement which most accurately reflects his level of performance.

1 - Performance in many important respects fails to meet requirements.
2 - Performance meets most requirements but is deficient in one or more important respects.
3 - Performance clearly meets basic requirements.
4 - Performance clearly exceeds basic requirements.
5 - Performance in every important respect is superior.
6 - Performance in every respect is outstanding.

RATING NO.: 5

## SECTION D — DESCRIPTION OF THE EMPLOYEE

In the rating boxes below, check (X) the degree to which each characteristic applies to the employee

1 - Least possible degree | 2 - Limited degree | 3 - Normal degree | 4 - Above average degree | 5 - Outstanding degree

| CHARACTERISTICS | NOT APPLICABLE | NOT OBSERVED | 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|---|---|---|
| GETS THINGS DONE | | | | | | | X |
| RESOURCEFUL | | | | | | | X |
| ACCEPTS RESPONSIBILITIES | | | | | | X | |
| CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES | | | | | | | X |
| DOES HIS JOB WITHOUT STRONG SUPPORT | | | | | | | X |
| FACILITATES SMOOTH OPERATION OF HIS OFFICE | | | | | X | | |
| WRITES EFFECTIVELY | | | | | | X | |
| SECURITY CONSCIOUS | | | | | | | X |
| THINKS CLEARLY | | | | | | X | |
| DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS | | | | | X | | |
| OTHER (Specify): | [redacted] | | | | | | |

SEE SECTION "E" ON REVERSE SIDE

SECRET
(When Filled In)

**SECTION E** **NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE**

Stress strengths and weaknesses demonstrated in current position. Indicate suggestions made to employee for improvement of his work. Give recommendations for his training. Describe, if appropriate, his potential for development and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the best basis for determining future personnel actions.

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This employee is an outstanding, talented and dedicated individual who is original in his ideas and thorough in executing them. He has been placed in most difficult positions, particularly in the handling of incompatible people and groups which he has managed without alienating either side and on various occasions accomplishing the impossible by satisfying everyone concerned. His versatility, coupled with his language ability, makes him particularly important at this time; however, I believe that his potential has not been scratched. He is circumspective, intelligent conscious and possesses administrative ability.

**SECTION F** **CERTIFICATION AND COMMENTS**

**1. BY EMPLOYEE**

*I certify that I have seen Sections A, B, C, D and E of this Report.*

| DATE | SIGNATURE OF EMPLOYEE |
|---|---|
| | |

**2. BY SUPERVISOR**

| MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION | IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION |
|---|---|
| 3 | He was not available at the time. |

IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON.

| | | |
|---|---|---|
| | EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS | REPORT MADE WITHIN LAST 90 DAYS |
| | OTHER (Specify): | |

| DATE | OFFICIAL TITLE OF SUPERVISOR | TYPED OR PRINTED NAME AND SIGNATURE |
|---|---|---|
| | COB, JMASH | Raymond J. O'Mara |

**3. BY REVIEWING OFFICIAL**

| | |
|---|---|
| | I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION. |
| | I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION. |
| | I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION. |
| | I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE. |

COMMENTS OF REVIEWING OFFICIAL

The reviewing official has know subject and his work for several years and considers him to be an outstanding employee with tremendous career potential. The reviewing official would have rated him slightly lower than the rating official, however, although this does not mean to imply at all that the fitness report is not a valid one.

| DATE | OFFICIAL TITLE OF REVIEWING OFFICIAL | TYPED OR PRINTED NAME AND SIGNATURE |
|---|---|---|
| | C/WH/4 | Jacob D. Esterline |

SECRET

THIS REPORT COVERS A [illegible] IOD OF DETAIL TO DDP/WH/4/ – [illegible]

SECRET
(When Filled In)

# FITNESS REPORT

EMPLOYEE SERIAL NUMBER

## SECTION A — GENERAL

| | | | | | |
|---|---|---|---|---|---|
| 1. NAME (Last) KENT | (First) William | (Middle) M. | 2. DATE OF BIRTH 29 May 1929 | 3. SEX Male | 4. GRADE GS-12 |
| 5. SERVICE DESIGNATION D | 6. OFFICIAL POSITION TITLE Operations Officer | | | 7. OFF/DIV/BR OF ASSIGNMENT DDP/WH, Branch 4 | |

8. CAREER STAFF STATUS

| | | | | | |
|---|---|---|---|---|---|
| | NOT ELIGIBLE | X | MEMBER | | DEFERRED |
| | PENDING | | DECLINED | | DENIED |

9. TYPE OF REPORT

| | | | |
|---|---|---|---|
| | INITIAL | ✓ | REASSIGNMENT/SUPERVISOR |
| | ANNUAL | | REASSIGNMENT/EMPLOYEE |
| SPECIAL (Specify) Promotion request | | | |

10. DATE REPORT DUE IN O.P.

11. REPORTING PERIOD From 21 Apr.60 To 12Sep60

## SECTION B — EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

1 - Unsatisfactory | 2 - Barely adequate | 3 - Acceptable | 4 - Competent | 5 - Excellent | 6 - Superior | 7 - Outstanding

| Specific Duty | Rating No. |
|---|---|
| SPECIFIC DUTY NO. 1: Responsible for the overall PP operations at JMASH | 7 |
| SPECIFIC DUTY NO. 2: Contacting, developing and supervising indigenous personnel for radio programs | 7 |
| SPECIFIC DUTY NO. 3: Organizing and preparing scripts for both covert and overt radio programs | 7 |
| SPECIFIC DUTY NO. 4: Organizing indigenous newspapers as well as supervising their contents | 7 |
| SPECIFIC DUTY NO. 5: Coordinating all PA operations regarding AMRASP | 7 |
| SPECIFIC DUTY NO. 6: | |

## SECTION C — EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position - performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the rating number in the box corresponding to the statement which most accurately reflects his level of performance.

1 - Performance in many important respects fails to meet requirements.
2 - Performance meets most requirements but is deficient in one or more important respects.
3 - Performance clearly meets basic requirements.
4 - Performance clearly exceeds basic requirements.
5 - Performance in every important respect is superior.
6 - Performance in every respect is outstanding.

RATING NO. 6

## SECTION D — DESCRIPTION OF THE EMPLOYEE

In the rating boxes below, check (X) the degree to which each characteristic applies to the employee

1 - Least possible degree | 2 - Limited degree | 3 - Normal degree | 4 - Above average degree | 5 - Outstanding degree

| CHARACTERISTICS | NOT APPLICABLE | NOT OBSERVED | 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|---|---|---|
| GETS THINGS DONE | | | | | | | X |
| RESOURCEFUL | | | | | | | X |
| ACCEPTS RESPONSIBILITIES | | | | | | | X |
| CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES | | | | | | | X |
| DOES HIS JOB WITHOUT STRONG SUPPORT | | | | | | | X |
| FACILITATES SMOOTH OPERATION OF HIS OFFICE | | | | | | | X |
| WRITES EFFECTIVELY | | | | | | | X |
| SECURITY CONSCIOUS | | | | | | | X |
| THINKS CLEARLY | | | | | | | X |
| DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS | | | | | | | X |
| OTHER (Specify): | | | | | | | |
| | [redacted] | | | | | | |

SEE SECTION "E" ON REVERSE SIDE

FORM 8-58 45 OBSOLETE PREVIOUS EDITIONS.

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**SECTION E** — **NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE**

Stress strengths and weaknesses demonstrated in current position. Indicate suggestions made to employee for improvement of his work. Give recommendations for his training. Describe, if appropriate, his potential for development and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the best basis for determining future personnel actions.

OFFICE OF PERSONNEL
AUG 10 12 00 PM '61
MAIL ROOM

Mr. Kent's greatest strengths are a good, analytical mind, skillful handling of agent personnel, fluency in languages, intimate background knowledge of targets and assets, strong loyalty up and down, good sense of humor. He has the ambition to go on to jobs calling for greater responsibility, and he has amply demonstrated his readiness to move on to such jobs.

On occasion he may forget that good staff work includes not only defining problems but recommending sound solutions as well. This is only a transitory weakness that will be corrected by more experience and training.

The undersigned would be happy to have Mr. Kent as a colleague during any future assignment.

**SECTION F** — **CERTIFICATION AND COMMENTS**

1. **BY EMPLOYEE**

*I certify that I have seen Sections A, B, C, D and E of this Report.*

| DATE | SIGNATURE OF EMPLOYEE |
|---|---|
| 1 August 1961 | William M. Kent |

2. **BY SUPERVISOR**

| MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION | IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION |
|---|---|
| 10 | Mr. Kent departed JMWAVE prior to the preparation of this report. |

IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON.

- [ ] EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS
- [ ] REPORT MADE WITHIN LAST 90 DAYS
- [ ] OTHER (Specify):

| DATE | OFFICIAL TITLE OF SUPERVISOR | TYPED OR PRINTED NAME AND SIGNATURE |
|---|---|---|
| | Chief of Base, JMWAVE | Robert Reynolds (signed) Robert Reynolds |

3. **BY REVIEWING OFFICIAL**

- [x] I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION.
- [ ] I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION.
- [ ] I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION.
- [ ] I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.

COMMENTS OF REVIEWING OFFICIAL

| DATE | OFFICIAL TITLE OF REVIEWING OFFICIAL | TYPED OR PRINTED NAME AND SIGNATURE |
|---|---|---|
| 2 AUG 1961 | Chief, WH/4 | (signed) R. K. DAVIS |

SECRET

| | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 26. CAN THINK ON HIS FEET. | | | | | | | | | | | | X | | |
| 27. COMES UP WITH SOLUTIONS TO PROBLEMS. | | | | | | | | | | | | | X | |
| 28. STIMULATING TO ASSOCIATES; A "SPARK PLUG". | | | | | | | | | | | X | | | |
| 29. TOUGH MINDED. | | | | | | | | | X | | | | | |
| 30. OBSERVANT. | | | | | | | | | | X | | | | |
| 31. CAPABLE. | | | | | | | | | | | X | | | |
| 32. CLEAR THINKING. | | | | | | | | | | X | | | | |
| 33. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS. | | | | | | | | | | | | | X | |
| 34. EVALUATES SELF REALISTICALLY. | | | | | | | | | | X | | | | |
| 35. WELL INFORMED ABOUT CURRENT EVENTS. | | | | | | | | | | X | | | | |
| 36. DELIBERATE. | | | | | | | | X | | | | | | |
| 37. EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES. | | | | | | | | | | | X | | | |
| 38. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS. | | | | | | | | | | | X | | | |
| 39. THOUGHTFUL OF OTHERS. | | | | | | | | | | | X | | | |
| 40. WORKS WELL UNDER PRESSURE. | | | | | | | | | | | | | X | |
| 41 DISPLAYS JUDGEMENT. | | | | | | | | | | | X | | | |
| 42. GIVES CREDIT WHERE CREDIT IS DUE. | | | | | | | | | | X | | | | |
| 43. HAS DRIVE. | | | | | | | | | | | | | | X |
| 44. IS SECURITY CONSCIOUS. | | | | | | | | | | X | | | | |
| 45. VERSATILE. | | | | | | | | | | X | | | | |
| 46. HIS CRITICISM IS CONSTRUCTIVE. | | | | | | | | | | X | | | | |
| 47. ABLE TO INFLUENCE OTHERS. | | | | | | | | | | X | | | | |
| 48. FACILITATES SMOOTH OPERATION OF HIS OFFICE. | | | | | | | | | | | X | | | |
| 49. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION. | | | | | | | | | | | X | | | |
| 50. A GOOD SUPERVISOR. | | | | | | | | | X | | | | | |

## SECTION V

A. WHAT ARE HIS OUTSTANDING STRENGTHS?

[redacted] has initiative, originality, and "drive" to a high degree. These qualities, combined with the definite aptitude he has for KUCAGE-type work, have done much to pull the KUCAGE program at this Station out of the planning stage and to producing positive results.

B. WHAT ARE HIS OUTSTANDING WEAKNESSES?

None outstanding.

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(When Filled In)

## SECTION IV

CONT. PERS. DIV
FEB 23 3 41 PM
OFFICE OF PERSONNEL
FEB 21 12 01 PM
MAIL ROOM

*This section is provided as an aid in describing the individual. Your description is not favorable or unfavorable in itself; it acquires its meaning in relation to a particular job or assignment. The descriptive words are to be interpreted literally.*

*On the left hand side of the page below are a series of statements that apply in some degree to most people. On the right hand side of the page are four major categories of descriptions. The scale within each category is divided into three small blocks; this is to allow you to make finer distinctions if you wish. Look at the statement on the left - then check the category on the right which best tells how much the statement applies to the person you are rating. Placing an "X" in the "Not Observed" column means you have no opinion on whether a phrase applies to an individual. Placing an "X" in the "Does Not Apply" column means that you have the definite opinion that the description is not at all suited to the individual.*

| STATEMENTS | NOT OB-SERVED | DOES NOT APPLY | APPLIES TO A LIMITED DEGREE | | | APPLIES TO A REASONABLE DEGREE | | | APPLIES TO AN ABOVE AVERAGE DEGREE | | | APPLIES TO AN OUTSTANDING DEGREE | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| SAMPLES: A. ABLE TO SEE ANOTHER'S POINT OF VIEW. | | | X | | | | | | | | | | | |
| B. PRACTICAL. | | | | | | | | | | X | | | | |
| 1. A GOOD REPORTER OF EVENTS. | | | | | | | | | | X | | | | |
| 2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES. | | | | | | | | | | X | | | | |
| 3. CAUTIOUS IN ACTION. | | | | | | | X | | | | | | | |
| 4. HAS INITIATIVE. | | | | | | | | | | | | X | | |
| 5. UNEMOTIONAL. | | | | | | | | X | | | | | | |
| 6. ANALYTIC IN HIS THINKING. | | | | | | | | | X | | | | | |
| 7. CONSTANTLY STRIVING FOR NEW KNOWLEDGE AND IDEAS. | | | | | | | | | | | | X | | |
| 8. GETS ALONG WITH PEOPLE AT ALL SOCIAL LEVELS. | | | | | | | | | | | X | | | |
| 9. HAS SENSE OF HUMOR. | | | | | | | | | | | X | | | |
| 10. KNOWS WHEN TO SEEK ASSISTANCE. | | | | | | | | | | | X | | | |
| 11. CALM. | | | | | | | | X | | | | | | |
| 12. CAN GET ALONG WITH PEOPLE. | | | | | | | | | | | X | | | |
| 13. MEMORY FOR FACTS. | | | | | | | | | X | | | | | |
| 14. GETS THINGS DONE. | | | | | | | | | | | | | X | |
| 15. KEEPS ORIENTED TOWARD LONG TERM GOALS. | | | | | | | | | | | | X | | |
| 16. CAN COPE WITH EMERGENCIES. | | | | | | | | | | | X | | | |
| 17. HAS HIGH STANDARDS OF ACCOMPLISHMENT. | | | | | | | | | | | X | | | |
| 18. HAS STAMINA; CAN KEEP GOING A LONG TIME. | | | | | | | | | | | | | X | |
| 19. HAS WIDE RANGE OF INFORMATION. | | | | | | | | | X | | | | | |
| 20. SHOWS ORIGINALITY. | | | | | | | | | | | | | X | |
| 21. ACCEPTS RESPONSIBILITIES. | | | | | | | | | | | | | X | |
| 22. ADMITS HIS ERRORS. | | | | | | | | | X | | | | | |
| 23. RESPONDS WELL TO SUPERVISION. | | | | | | | | | | | X | | | |
| 24. EVEN DISPOSITION. | | | | | | | | X | | | | | | |
| 25. ABLE TO DO HIS JOB WITHOUT STRONG SUPPORT. | | | | | | | | | | | | X | | |

SECRET

SECRET
(When Filled In)

# FIELD FITNESS REPORT

*The Fitness Report is an important factor in organization personnel management. It seeks to provide:*
1. *The organization selection board with information of value when considering the application of an individual for membership in the career staff; and*
2. *A periodic record of job performance as an aid to the effective utilization of personnel.*

## INSTRUCTIONS

*TO THE FIELD ADMINISTRATIVE OR PERSONNEL OFFICER: Consult current field administrative instructions regarding the initiation and transmittal of this report to headquarters.*

*TO THE FIELD SUPERVISOR: Read the entire form before attempting to complete any item. As the supervisor who assigns, directs and reviews the work of the individual, you have primary responsibility for evaluating his strengths, weaknesses, and on-the-job effectiveness as revealed by his day-to-day activities. If this individual has been under your supervision for less than 30 days, you will collaborate, if practicable, with his previous supervisors to make sure the report is accurate and complete. Primary responsibility rests with the current supervisor. It is assumed that, throughout the period this individual has been under your supervision, you have discharged your supervisory responsibilities by frequent discussions of his work, so that in a general way he knows where he stands.*

***IT IS OPTIONAL WHETHER OR NOT THIS FITNESS REPORT IS SHOWN TO THE PERSON BEING RATED***

Kent, William M

## SECTION I

| LEAVE BLANK - FOR HEADQUARTERS USE ONLY | 1. DATE OF BIRTH | 2. SEX | 3. SERVICE DESIGNATION |
|---|---|---|---|
| [redacted] | May 9, 1929 | M | ~~[illegible]~~ DT |

| 4. GRADE | 5. STATION DESIGNATION (Current) |
|---|---|
| GS-9 | Panama |

| 6. DUE DATE OF THIS REPORT | 7. PERIOD COVERED BY THIS REPORT (Inclusive dates) |
|---|---|
| 31 December 1955 | 1 December 1954 - 31 December 1955 |

## SECTION II (To be completed by field supervisor)

| 1. CURRENT POSITION | 2. DATE ASSUMED RESPONSIBILITY FOR POSITION |
|---|---|
| Operations Office - KUTUBE (Staff Agent) | 2 January 1952 |

3. STATE THE SPECIFIC ASSIGNMENTS OR TASKS WHICH ARE TYPICAL OF THOSE GIVEN TO THE EMPLOYEE DURING THE PAST THREE TO SIX MONTHS (List in order of frequency)

1. Acting Chief of KUCAGE operations since mid October 1955 and, for approximately three months before that time, personally planned and directed a very active KUCAGE campaign against the local CP-controlled labor organization.
2. Case Officer trainee on direct contact with one of Station's top local CP penetrations.
3. Liaison with indigenous persons and with ODYOKE officials as needed to carry out his duties.
4. Travel control and surveillance duties as directed.

POSTED ON OF-40 2/24/56

## SECTION III (To be completed at headquarters only)

*DO NOT COMPLETE - FOR HEADQUARTERS USE ONLY*

AUTHENTICATION OF REPORT AND SIGNATURES

| 1. NAME OF RATER (True) | 2. NAME OF REVIEWING OFFICIAL IN FIELD (True) |
|---|---|
| ANDERSON EDWARD L | JENKINS, JOHN H |

3. THIS REPORT [X] WAS [ ] WAS NOT SHOWN TO THE INDIVIDUAL BEING RATED.

| 4. DATE REPORT AUTHENTICATED AT HQS. | 5. NAME AND SIGNATURE OF ADMINISTRATIVE OR PERSONNEL OFFICER AT HEADQUARTERS AUTHORIZED TO AUTHENTICATE FITNESS REPORT AND SIGNATURES |
|---|---|
| Feb 15, 1956 | JCKing |

*DO NOT COMPLETE - FOR HEADQUARTERS USE ONLY*

FORM NO. 45a
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3. INDICATE THE APPROXIMATE NUMBER OF MONTHS THE RATED EMPLOYEE HAS BEEN UNDER YOUR SUPERVISION

6 months

4. COMMENTS CONCERNING POTENTIAL

A combination of youth, experience, drive and a fertile mind, among other att would appear to indicate a bright future for Subject. The fact that he enjoy has the qualifications for both FI and PP type work is another factor in his favor, as is his facility for languages.

OFFICE OF PERSONNE
JAN 21 9 45 AM '57
MAIL ROOM

**SECTION H. FUTURE PLANS**

1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

Subject has just completed Intelligence Orientation and World Communism cours He is currently taking the Anti-Communist Ops course and hopes to get trainin covert political warfare and covert economic warfare, prior to reassignment. expected that Subject will be reassigned to the field (in an FI or PP capacit upon completion of the present tour at Headquarters.

2. NOTE OTHER FACTORS, INCLUDING PERSONAL CIRCUMSTANCES, TO BE TAKEN INTO ACCOUNT IN INDIVIDUAL'S FUTURE

Subject is personable as well as versatile and should be able to adapt to vir any job to which he might be assigned. He would probably be most valuable in WH or WE capacity due to strong language and area knowledge qualifications. of versatility and drive, he would be a good candidate for assignment as chief small station or base requiring multiple talents.

**SECTION I. DESCRIPTION OF INDIVIDUAL**

DIRECTIONS: This section is provided as an aid to describing the individual as you see him on the job. the words literally. On the page below are a series of statements that apply in some degree to most p the left of each statement is a box under the heading "category." Read each statement and insert in t category number which best tells how much the statement applies to the person covered by this report.

CATEGORY NUMBER
X - HAVE NOT OBSERVED THIS: HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLI INDIVIDUAL
1 - APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE
2 - APPLIES TO INDIVIDUAL TO A LIMITED DEGREE
3 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE
4 - APPLIES TO INDIVIDUAL TO AN ABOVE AVERAGE DEGREE
5 - APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE

| CATEGORY | STATEMENT | CATEGORY | STATEMENT | CATEGORY | STATEMENT |
|---|---|---|---|---|---|
| 3 | 1. ABLE TO SEE ANOTHER'S POINT OF VIEW | 4 | 11. HAS HIGH STANDARDS OF ACCOMPLISHMENT | 4 | 21. IS EFFECTIVE IN SIONS WITH ASSO |
| 4 | 2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES | 5 | 12. SHOWS ORIGINALITY | 4 | 22. IMPLEMENTS DECI GARDLESS OF OWN |
| 5 | 3. HAS INITIATIVE | 4 | 13. ACCEPTS RESPONSIBILITIES | 3 | 23. IS THOUGHTFUL O |
| 3 | 4. IS ANALYTIC IN HIS THINKING | 3 | 14. ADMITS HIS ERRORS | X | 24. WORKS WELL UNDE |
| 4 | 5. STRIVES CONSTANTLY FOR NEW KNOWLEDGE AND IDEAS | 4 | 15. RESPONDS WELL TO SUPERVISION | 4 | 25. DISPLAYS JUDGEM |
| 4 | 6. KNOWS WHEN TO SEEK ASSISTANCE | 4 | 16. DOES HIS JOB WITHOUT STRONG SUPPORT | 3 | 26. IS SECURITY CON |
| 3 | 7. CAN GET ALONG WITH PEOPLE | 4 | 17. COMES UP WITH SOLUTIONS TO PROBLEMS | 4 | 27. IS VERSATILE |
| 4 | 8. HAS MEMORY FOR FACTS | 4 | 18. IS OBSERVANT | 4 | 28. HIS CRITICISM IS STRUCTIVE |
| 4 | 9. GETS THINGS DONE | 4 | 19. THINKS CLEARLY | 3 | 29. FACILITATES SMOO TION OF HIS OFFI |
| X | 10. CAN COPE WITH EMERGENCIES | 4 | 20. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS | 4 | 30. DOES NOT REQUIRE AND CONTINUOUS S SION |

SECRET

SECRET

*(When Filled In)*

# FITNESS REPORT (Part II) POTENTIAL

**INSTRUCTIONS**

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report.

FOR THE SUPERVISOR: This report is a privileged communication to your supervisor, and to appropriate career management and personnel officials concerning the potential of the employee being rated. It is NOT to be shown to the rated employee. It is recommended that you read the entire report before completing any question. This report is to be completed only after the employee has been under your supervision FOR AT LEAST 90 DAYS. If less than 90 days, hold and complete after the 90 days has elapsed. If this is the INITIAL REPORT on the employee, however, it MUST be completed and forwarded to the OP no later than 30 days after the due date indicated in item 8 of Section "E" below.

**SECTION E. GENERAL**

| | | | | |
|---|---|---|---|---|
| 1. NAME (Last) (First) (Middle): KENT William M. | 2. DATE OF BIRTH: 9 May 1929 | 3. SEX: M | 4. SERVICE DESIGNATION: DI | |
| 5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT: DDP/WH/Branch III | 6. OFFICIAL POSITION TITLE: Area Ops Officer | | | |
| 7. GRADE: GS-11 | 8. DATE REPORT DUE IN OP: 18 January 1957 | 9. PERIOD COVERED BY THIS REPORT (Inclusive dates): 2 July 1956 - 27 December 1956 | | |

10. TYPE OF REPORT (Check one): [ ] INITIAL [X] ANNUAL [ ] REASSIGNMENT-SUPERVISOR [ ] REASSIGNMENT-EMPLOYEE [ ] SPECIAL (Specify)

**SECTION F. CERTIFICATION**

1. FOR THE RATER: I CERTIFY THAT THIS REPORT REPRESENTS MY BEST JUDGEMENT OF THE INDIVIDUAL BEING RATED

| A. THIS DATE | B. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR | C. SUPERVISOR'S OFFICIAL TITLE |
|---|---|---|
| 16 Jan. 1957 | James B. NOLAND | Area Ops Officer |

2. FOR THE REVIEWING OFFICIAL: I HAVE REVIEWED THIS REPORT AND NOTED ANY DIFFERENCE OF OPINION IN ATTACHED MEMO.

| A. THIS DATE | B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL | C. OFFICIAL TITLE OF REVIEWING OFFICIAL |
|---|---|---|
| 16 Jan '57 | W. GALBRAITH | C/WH/III |

**SECTION G. ESTIMATE OF POTENTIAL**

1. POTENTIAL TO ASSUME GREATER RESPONSIBILITIES

DIRECTIONS: Considering others of his grade and type of assignment, rate the employee's potential to assume greater responsibilities. Think in terms of the kind of responsibility encountered at the various levels in his kind of work.

RATING NUMBER: 5

1 - ALREADY ABOVE THE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED
2 - HAS REACHED THE HIGHEST LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED
3 - MAKING PROGRESS, BUT NEEDS MORE TIME BEFORE HE CAN BE TRAINED TO ASSUME GREATER RESPONSIBILITIES
4 - READY FOR TRAINING IN ASSUMING GREATER RESPONSIBILITIES
5 - WILL PROBABLY ADJUST QUICKLY TO MORE RESPONSIBLE DUTIES WITHOUT FURTHER TRAINING
6 - ALREADY ASSUMING MORE RESPONSIBILITIES THAN EXPECTED AT HIS PRESENT LEVEL
7 - AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR EARLY ASSUMPTION OF HIGHER LEVEL RESPONSIBILITIES

2. SUPERVISORY POTENTIAL

DIRECTIONS: Answer this question: Has this person the ability to be a supervisor? [X] Yes [ ] No If your answer is YES, indicate below your opinion or guess of the level of supervisory ability this person will reach AFTER SUITABLE TRAINING. Indicate your opinion by placing the number of the descriptive rating below which comes closest to expressing your opinion in the appropriate column. If your rating is based on observing him supervise, note your rating in the "actual" column. If based on opinion of his potential, note the rating in the "potential" column.

DESCRIPTIVE RATING NUMBER
0 - HAVE NO OPINION ON HIS SUPERVISORY POTENTIAL IN THIS SITUATION
1 - BELIEVE INDIVIDUAL WOULD BE A WEAK SUPERVISOR IN THIS KIND OF SITUATION
2 - BELIEVE INDIVIDUAL WOULD BE AN AVERAGE SUPERVISOR IN THIS KIND OF SITUATION
3 - BELIEVE INDIVIDUAL WOULD BE A STRONG SUPERVISOR IN THIS SITUATION

| ACTUAL | POTENTIAL | DESCRIPTIVE SITUATION |
|---|---|---|
| | 3 | A GROUP DOING THE BASIC JOB (*truck drivers, stenographers, technicians or professional specialists of various kinds*) WHERE CONTACT WITH IMMEDIATE SUBORDINATES IS FREQUENT (*First line supervisor*) |
| | 2 | A GROUP OF SUPERVISORS WHO DIRECT THE BASIC JOB (*Second line supervisors*) |
| | 2 | A GROUP, WHO MAY OR MAY NOT BE SUPERVISORS, WHICH IS RESPONSIBLE FOR MAJOR PLANS, ORGANIZATION AND POLICY (*Executive level*) |
| | 2 | WHEN CONTACT WITH IMMEDIATE SUBORDINATES IS NOT FREQUENT |
| | 2 | WHEN IMMEDIATE SUBORDINATES' ACTIVITIES ARE DIVERSE AND NEED CAREFUL COORDINATION |
| | 2 | WHEN IMMEDIATE SUBORDINATES INCLUDE MEMBERS OF THE OPPOSITE SEX |
| | | OTHER (*Specify*) |

SECRET
(When Filled In)

2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES

DIRECTIONS:
a. State in the spaces below up to six of the more important SPECIFIC duties performed during rating period. Place the most important first. Do not include minor or unimportant duties.
b. Rate performance on each specific duty considering ONLY effectiveness in performance of this specific duty.
c. For supervisors, ability to supervise will always be rated as a specific duty (do not rate as supervisors those who supervise a secretary only).
d. Compare in your mind, when possible, the individual being rated with others performing the same duty at a similar level of responsibility.
e. Two individuals with the same job title may be performing different duties. If so, rate them on different duties.
f. Be specific. Examples of the kind of duties that might be rated are:

| | | |
|---|---|---|
| ORAL BRIEFING | HAS AND USES AREA KNOWLEDGE | CONDUCTS INTERROGATIONS |
| GIVING LECTURES | DEVELOPS NEW PROGRAMS | PREPARES SUMMARIES |
| CONDUCTING SEMINARS | ANALYZES INDUSTRIAL REPORTS | TRANSLATES GERMAN |
| WRITING TECHNICAL REPORTS | MANAGES FILES | DEBRIEFING SOURCES |
| CONDUCTING EXTERNAL LIAISON | OPERATES RADIO | KEEPS BOOKS |
| TYPING | COORDINATES WITH OTHER OFFICES | DRIVES TRUCK |
| TAKING DICTATION | WRITES REGULATIONS | MAINTAINS AIR CONDITIONING |
| SUPERVISING | PREPARES CORRESPONDENCE | EVALUATES SIGNIFICANCE OF DATA |

g. For some jobs, duties may be broken down even further if supervisor considers it advisable, e.g., combined key and phone operation, in the case of a radio operator.

OFFICE OF PERSONNEL
JAN 23 9 AM 1957
MAIL ROOM

DESCRIPTIVE RATING NUMBER
1 - INCOMPETENT IN THE PERFORMANCE OF THIS DUTY
2 - BARELY ADEQUATE IN THE PERFORMANCE OF THIS DUTY
3 - PERFORMS THIS DUTY ACCEPTABLY
4 - PERFORMS THIS DUTY IN A COMPETENT MANNER
5 - PERFORMS THIS DUTY IN SUCH A FINE MANNER THAT HE IS A DISTINCT ASSET ON HIS JOB
6 - PERFORMS THIS DUTY IN AN OUTSTANDING MANNER FOUND IN VERY FEW INDIVIDUALS HOLDING SIMILAR JOBS
7 - EXCELS ANYONE I KNOW IN THE PERFORMANCE OF THIS DUTY

| SPECIFIC DUTY | RATING NUMBER | SPECIFIC DUTY | RATING NUMBER |
|---|---|---|---|
| NO. 1 Provides support and guidance to field on PP matters. | 5 | NO. 4 Has and uses knowledge of area and language. | 6 |
| NO. 2 Coordinates with other Headquarters components on matters relating to PP. | 5 | NO. 5 Develops and illustrates new ideas for use in Field PP effort (political cartoons, etc.) | 5 |
| NO. 3 Prepares periodic progress and status reports and originates dispatches to field. | 4 | NO. 6 | |

3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

DIRECTIONS: Stress strengths and weaknesses, particularly those which affect development on present job.

Subject's initiative and imagination, combined with Spanish language facility and area knowledge, have made him particularly valuable in his present capacity as Headquarters case officer for the complex and ever expanding PP program in Cuba. In addition to the usual support functions as a Headquarters case officer, he has originated a number of ideas which have been incorporated into the Cuban program. The rater has observed no significant shortcomings in subject. He is a little too impulsive at times, though much of this may be attributed to his drive, which is, in turn, probably his greatest asset.

SECTION D. SUITABILITY FOR CURRENT JOB IN ORGANIZATION

DIRECTIONS: Take into account here everything you know about the individual....productivity, conduct in the job, pertinent personal characteristics or habits, special defects or talents....and how he fits in with your team. Compare him with others doing similar work of about the same level.

RATING NUMBER: 5

1 - DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED
2 - OF DOUBTFUL SUITABILITY...WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW
3 - A BARELY ACCEPTABLE EMPLOYEE...BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION
4 - OF THE SAME SUITABILITY AS MOST PEOPLE I KNOW IN THE ORGANIZATION
5 - A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS
6 - AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION
7 - EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION

IS THIS INDIVIDUAL BETTER SUITED FOR WORK IN SOME OTHER POSITION IN THE ORGANIZATION? ☐ YES ☒ NO. IF YES, EXPLAIN FULLY:

He is however, equally suited for work of an FI nature.

SECRET

SECRET
(When Filled In)

# FITNESS REPORT (Part I) PERFORMANCE

**INSTRUCTIONS**

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report.

FOR THE SUPERVISOR: This report is designed to help you express your evaluation of your subordinate and to transmit this evaluation to your supervisor and senior officials. Organization policy requires that you inform the subordinate where he stands with you. Completion of the report can help you prepare for a discussion with him of his strengths and weaknesses. It is also organization policy that you show Part I of this report to the employee except under conditions specified in Regulation 20-370. It is recommended that you read the entire form before completing any question. If this is the initial report on the employee, it must be completed and forwarded to the Office of Personnel no later than 30 days after the date indicated in item 8, of Section "A" below.

**SECTION A. GENERAL**

| 1. NAME (Last) (First) (Middle) | 2. DATE OF BIRTH | 3. SEX | 4. SERVICE DESIGNATION |
|---|---|---|---|
| KENT William M. | 9 May 1929 | M | DI |

| 5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT | 6. OFFICIAL POSITION TITLE |
|---|---|
| DDP/WH/Branch III | Area Ops Officer |

| 7. GRADE | 8. DATE REPORT DUE IN OP | 9. PERIOD COVERED BY THIS REPORT (Inclusive dates) |
|---|---|---|
| GS-11 | 18 January 1957 | 2 July 1956 - 27 December 1956 |

10. TYPE OF REPORT (Check one): [ ] INITIAL [X] ANNUAL [ ] REASSIGNMENT-SUPERVISOR [ ] REASSIGNMENT-EMPLOYEE [ ] SPECIAL (Specify)

**SECTION B. CERTIFICATION**

1. FOR THE RATER: THIS REPORT [X] HAS [ ] HAS NOT BEEN SHOWN TO THE INDIVIDUAL RATED. IF NOT SHOWN, EXPLAIN WHY NOT:

A. CHECK (X) APPROPRIATE STATEMENTS:

- [X] THIS REPORT REFLECTS MY OWN OPINIONS OF THIS INDIVIDUAL.
- [ ] THIS REPORT REFLECTS THE COMBINED OPINIONS OF MYSELF AND PREVIOUS SUPERVISORS.
- [X] I HAVE DISCUSSED WITH THIS EMPLOYEE HIS STRENGTHS AND WEAKNESSES SO THAT HE KNOWS WHERE HE STANDS.
- [ ] IF INDIVIDUAL IS RATED "1" IN C1 OR D, A WARNING LETTER WAS SENT TO HIM & A COPY ATTACHED TO THIS REPORT.
- [ ] I CANNOT CERTIFY THAT THE RATED INDIVIDUAL KNOWS HOW I EVALUATE HIS JOB PERFORMANCE BECAUSE (Specify):

| B. THIS DATE | C. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR | D. SUPERVISOR'S OFFICIAL TITLE |
|---|---|---|
| 16 January 1957 | James B. NOLAND (signature) | Area Ops Officer |

2. FOR THE REVIEWING OFFICIAL: RECORD ANY SUBSTANTIAL DIFFERENCE OF OPINION WITH THE SUPERVISOR, OR ANY OTHER INFORMATION WHICH WILL LEAD TO A BETTER UNDERSTANDING OF THIS REPORT.

BY [initials] DATE 25 JAN 1957
Posted Pos. Control
Reviewed by PD [initials] 1-28-57

[ ] CONTINUED ON ATTACHED SHEET

I certify that any substantial difference of opinion with the supervisor is reflected in the above section.

| A. THIS DATE | B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL | C. OFFICIAL TITLE OF REVIEWING OFFICIAL |
|---|---|---|
| 16 Jan '57 | W. GALBRAITH (signature) | C/WH/III |

**SECTION C. JOB PERFORMANCE EVALUATION**

1. RATING ON GENERAL PERFORMANCE OF DUTIES

DIRECTIONS: Consider ONLY the productivity and effectiveness with which the individual being rated has performed his duties during the rating period. Compare him ONLY with others doing similar work at a similar level of responsibility. Factors other than productivity will be taken into account later in Section D.

INSERT RATING NUMBER: **5**

1 - DOES NOT PERFORM DUTIES ADEQUATELY; HE IS INCOMPETENT.
2 - BARELY ADEQUATE IN PERFORMANCE; ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES.
3 - PERFORMS MOST OF HIS DUTIES ACCEPTABLY; OCCASIONALLY REVEALS SOME AREA OF WEAKNESS.
4 - PERFORMS DUTIES IN A COMPETENT, EFFECTIVE MANNER.
5 - A FINE PERFORMANCE; CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.
6 - PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO THE SUPERVISOR.

COMMENTS:

SECRET
(When Filled In)

# FITNESS REPORT (Part II) POTENTIAL

**INSTRUCTIONS**

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report.

FOR THE SUPERVISOR: This report is a privileged communication to your supervisor, and to appropriate career management and personnel officials concerning the potential of the employee being rated. It is NOT to be shown to rated employee. It is recommended that you read the entire report before completing any question. This report to be completed only after the employee has been under your supervision FOR AT LEAST 90 DAYS. If less than 90 da hold and complete after the 90 days has elapsed. If this is the INITIAL REPORT on the employee, however, it MUST completed and forwarded to the OP no later than 30 days after the due date indicated in item 8 of Section "E" bel

**SECTION E. GENERAL**

| 1. NAME (Last) (First) (Middle) | 2. DATE OF BIRTH | 3. SEX | 4. SERVICE DESIGNAT |
|---|---|---|---|
| KENT William M. | 9 May 1929 | M | DI |

| 5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT | 6. OFFICIAL POSITION TITLE |
|---|---|
| DDP/WH/III | Area Ops Officer |

| 7. GRADE | 8. DATE REPORT DUE IN OP | 9. PERIOD COVERED BY T[redacted] REPORT (Inclusive dates) |
|---|---|---|
| GS-11 | 5 July 1957 | 27 Dec 56 - 17 [redacted] 57 |

10. TYPE OF REPORT (Check one): [ ] INITIAL [ ] ANNUAL [X] REASSIGNMENT-SUPERVISOR [ ] REASSIGNMENT-EMPLOYEE [ ] SPECIAL (Specify)

**SECTION F. CERTIFICATION**

1. FOR THE RATER: I CERTIFY THAT THIS REPORT REPRESENTS MY BEST JUDGEMENT OF THE INDIVIDUAL BEING RATED

| A. THIS DATE | B. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR | C. SUPERVISOR'S OFFICIAL TITLE |
|---|---|---|
| 19 June, 1957 | [signature] James B. NOLAND | C/WH/III/Cuba |

2. FOR THE REVIEWING OFFICIAL: I HAVE REVIEWED THIS REPORT AND NOTED ANY DIFFERENCE OF OPINION IN ATTACHED MEMO.

| A. THIS DATE | B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL | C. OFFICIAL TITLE OF REVIEWING OFFICI |
|---|---|---|
| 20 June 1957 | [signature] R. N. DAHLGREN | |

**SECTION G. ESTIMATE OF POTENTIAL**

1. POTENTIAL TO ASSUME GREATER RESPONSIBILITIES

DIRECTIONS: Considering others of his grade and type of assignment, rate the employee's potential to assume great responsibilities. Think in terms of the kind of responsibility encountered at the various levels in his kind work.

RATING NUMBER: **5**

1 - ALREADY ABOVE THE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED
2 - HAS REACHED THE HIGHEST LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED
3 - MAKING PROGRESS, BUT NEEDS MORE TIME BEFORE HE CAN BE TRAINED TO ASSUME GREATER RESPONSIBILITIES
4 - READY FOR TRAINING IN ASSUMING GREATER RESPONSIBILITIES
5 - WILL PROBABLY ADJUST QUICKLY TO MORE RESPONSIBLE DUTIES WITHOUT FURTHER TRAINING
6 - ALREADY ASSUMING MORE RESPONSIBILITIES THAN EXPECTED AT HIS PRESENT LEVEL
7 - AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR EARLY ASSUMPTION OF HIGHE LEVEL RESPONSIBILITIES

2. SUPERVISORY POTENTIAL

DIRECTIONS: Answer this question: Has this person the ability to be a supervisor? [X] Yes [ ] No If you answer is YES, indicate below your opinion or guess of the level of supervisory ability this person will reach AFTE SUITABLE TRAINING. Indicate your opinion by placing the number of the descriptive rating below which comes closes to expressing your opinion in the appropriate column. If your rating is based on observing him supervise, note you rating in the "actual" column. If based on opinion of his potential, note the rating in the "potential" column.

DESCRIPTIVE RATING NUMBER
0 - HAVE NO OPINION ON HIS SUPERVISORY POTENTIAL IN THIS SITUATION
1 - BELIEVE INDIVIDUAL WOULD BE A WEAK SUPERVISOR IN THIS KIND OF SITUATION
2 - BELIEVE INDIVIDUAL WOULD BE AN AVERAGE SUPERVISOR IN THIS KIND OF SITUATION
3 - BELIEVE INDIVIDUAL WOULD BE A STRONG SUPERVISOR IN THIS SITUATION

| ACTUAL | POTENTIAL | DESCRIPTIVE SITUATION |
|---|---|---|
| | 2 | A GROUP DOING THE BASIC JOB (truck drivers, stenographers, technicians or professional specialists of various kinds) WHERE CONTACT WITH IMMEDIATE SUBORDINATES IS FREQUENT (First line supervisor) |
| | 2 | A GROUP OF SUPERVISORS WHO DIRECT THE BASIC JOB (Second line supervisors) |
| | 2 | A GROUP, WHO MAY OR MAY NOT BE SUPERVISORS, WHICH IS RESPONSIBLE FOR MAJOR PLANS, ORGANIZATION AND POLICY (Executive level) |
| | 2 | WHEN CONTACT WITH IMMEDIATE SUBORDINATES IS NOT FREQUENT |
| | 2 | WHEN IMMEDIATE SUBORDINATES' ACTIVITIES ARE COMPLEX AND NEED CAREFUL COORDINATION |
| | 2 | WHEN IMMEDIATE SUBORDINATES INCLUDE MEMBERS OF OPPOSITE SEX |
| | | OTHER (Specify) |

DATE 3 JUL 1957
BY [signature]
Posted Pos. Change
Reviewed by FSD

FORM NO. 45 (Part II) 1 NOV 55 REPLACES PREVIOUS EDITIONS OF FORMS 45 AND 45A WHICH ARE OBSOLETE

SECRET

Potential (4)

SECRET
(When Filled In)

3. INDICATE THE APPROXIMATE NUMBER OF MONTHS THE RATED EMPLOYEE HAS BEEN UNDER YOUR SUPERVISION

12 mos.   8 32 AM '57

4. COMMENTS CONCERNING POTENTIAL

Based on youth, desire and contribution to date, subject would appear to have a bright future with the organization. His language and area knowledge make him particularly valuable in WH area, although he is also fluent in Italian, knows that area well and as indicated previously has attributes which should make him a valuable intelligence officer in most any area, whether in FI or PP capacity. It is rater's ~~opinion that talents can be utilized more advantageously in PP field.~~

SECTION H. FUTURE PLANS

1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

Subject has undergone considerable training during past year, taking such courses as World Communism, Anti-Communist Ops, Psychological and Economic Warfare. He plans to take several additional courses including CE prior to reassignment to field during coming year; hopes to transfer to WH Division eventually.

2. NOTE OTHER FACTORS, INCLUDING PERSONAL CIRCUMSTANCES, TO BE TAKEN INTO ACCOUNT IN INDIVIDUAL'S FUTURE ASSIGNMENTS

No limiting factors. Should adjust well in virtually any area.

SECTION I. DESCRIPTION OF INDIVIDUAL

DIRECTIONS: This section is provided as an aid to describing the individual as you see him on the job. Interpret the words literally. On the page below are a series of statements that apply in some degree to most people. To the left of each statement is a box under the heading "category." Read each statement and insert in the box the category number which best tells how much the statement applies to the person covered by this report.

CATEGORY NUMBER

- X - HAVE NOT OBSERVED THIS; HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE INDIVIDUAL
- 1 - APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE
- 2 - APPLIES TO INDIVIDUAL TO A LIMITED DEGREE
- 3 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE
- 4 - APPLIES TO INDIVIDUAL TO AN ABOVE AVERAGE DEGREE
- 5 - APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE

| CATEGORY | STATEMENT | CATEGORY | STATEMENT | CATEGORY | STATEMENT |
|---|---|---|---|---|---|
| 3 | 1. ABLE TO SEE ANOTHER'S POINT OF VIEW | 4 | 11. HAS HIGH STANDARDS OF ACCOMPLISHMENT | 4 | 21. IS EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES |
| 4 | 2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES | 5 | 12. SHOWS ORIGINALITY | 3 | 22. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS |
| 5 | 3. HAS INITIATIVE | 4 | 13. ACCEPTS RESPONSIBILITIES | 3 | 23. IS THOUGHTFUL OF OTHERS |
| 4 | 4. IS ANALYTIC IN HIS THINKING | 3 | 14. ADMITS HIS ERRORS | x | 24. WORKS WELL UNDER PRESSURE |
| 4 | 5. STRIVES CONSTANTLY FOR NEW KNOWLEDGE AND IDEAS | 3 | 15. RESPONDS WELL TO SUPERVISION | 4 | 25. DISPLAYS JUDGEMENT |
| 4 | 6. KNOWS WHEN TO SEEK ASSISTANCE | 4 | 16. DOES HIS JOB WITHOUT STRONG SUPPORT | 3 | 26. IS SECURITY CONSCIOUS |
| 3 | 7. CAN GET ALONG WITH PEOPLE | 3 | 17. COMES UP WITH SOLUTIONS TO PROBLEMS | 4 | 27. IS VERSATILE |
| 4 | 8. HAS MEMORY FOR FACTS | 4 | 18. IS OBSERVANT | 4 | 28. HIS CRITICISM IS CONSTRUCTIVE |
| 5 | 9. GETS THINGS DONE | 4 | 19. THINKS CLEARLY | 3 | 29. FACILITATES SMOOTH OPERATION OF HIS OFFICE |
| x | 10. CAN COPE WITH EMERGENCIES | 5 | 20. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS | 4 | 30. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION |

SECRET

SECRET
(When Filled In)

10 AUG 1961

# FITNESS REPORT

EMPLOYEE SERIAL NUMBER
CSPD

## SECTION A — GENERAL

| 1. NAME (Last) (First) (Middle) | 2. DATE OF BIRTH | 3. SEX | 4. GRADE |
|---|---|---|---|
| KENT, William M. | 9 May 1929 | male | GS-12 |

| 5. SERVICE DESIGNATION | 6. OFFICIAL POSITION TITLE | 7. OFF/DIV/BR OF ASSIGNMENT |
|---|---|---|
| | Operations Officer | DDP/WH, Br. 4, |

8. CAREER STAFF STATUS

| | | | | | |
|---|---|---|---|---|---|
| NOT ELIGIBLE | X | MEMBER | | DEFERRED | |
| PENDING | | DECLINED | | DENIED | |

9. TYPE OF REPORT

| | | | |
|---|---|---|---|
| | INITIAL | | REASSIGNMENT/SUPERVISOR |
| | ANNUAL | X | REASSIGNMENT/EMPLOYEE |

SPECIAL (Specify)

10. DATE REPORT DUE IN O.P.

11. REPORTING PERIOD From 13Sep60 To 8June61

## SECTION B — EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

| 1 - Unsatisfactory | 2 - Barely adequate | 3 - Acceptable | 4 - Competent | 5 - Excellent | 6 - Superior | 7 - Outstanding |
|---|---|---|---|---|---|---|

| SPECIFIC DUTY | RATING NO. | SPECIFIC DUTY | RATING NO. |
|---|---|---|---|
| NO. 1: Supervising JMWAVE PW Section composed of 7 staff or contract personnel. | 5 | NO. 4: Serving as Case Officer for a number of PW operations. | |
| NO. 2: Planning PW operations against Latin America | 6 | NO. 5: Handling Political Action contacts. | |
| NO. 3: Planning PW operations against Cuba. | 4 | NO. 6: | |

## SECTION C — EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position - performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the rating number in the box corresponding to the statement which most accurately reflects his level of performance.

1 - Performance in many important respects fails to meet requirements.
2 - Performance meets most requirements but is deficient in one or more important respects.
3 - Performance clearly meets basic requirements.
4 - Performance clearly exceeds basic requirements.
5 - Performance in every important respect is superior.
6 - Performance in every respect is outstanding.

RATING NO.: 5

## SECTION D — DESCRIPTION OF THE EMPLOYEE

In the rating boxes below, check (X) the degree to which each characteristic applies to the employee

| 1 - Least possible degree | 2 - Limited degree | 3 - Normal degree | 4 - Above average degree | 5 - Outstanding degree |
|---|---|---|---|---|

| CHARACTERISTICS | NOT APPLICABLE | NOT OBSERVED | 1 | 2 | 3 | 4 |
|---|---|---|---|---|---|---|
| GETS THINGS DONE | | | | | | X |
| RESOURCEFUL | | | | | | X |
| ACCEPTS RESPONSIBILITIES | | | | | | |
| CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES | | | | | | X |
| DOES HIS JOB WITHOUT STRONG SUPPORT | | | | | | X |
| FACILITATES SMOOTH OPERATION OF HIS OFFICE | | | | | | X |
| WRITES EFFECTIVELY | | | | | | X |
| SECURITY CONSCIOUS | | | | | X | |
| THINKS CLEARLY | | | | | | |
| DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS | | | | | X | |
| OTHER (Specify): | | | | | | |

SEE SECTION "E" ON REVERSE SIDE

FORM 8-58 45 OBSOLETE PREVIOUS EDITIONS.

SECRET

Section F 3.

I agree with the rating officer that the subject has a great deal of enthusiasm and interest in his job and in many aspects performs his duties in a highly professional manner. I do not, however, for reasons stated below, believe that his over all rating should be higher than 4+.

While it is true that he demonstrates considerable imagination and energy, he is headstrong and develops prejudices that prevent him on occasions from being objective in handling operations. This in my opinion is due to his youth and lack of experience in dealing with a particular situation of the kind with which he is now faced. This is by no means meant to be a reflection on his qualifications or future potential.

I emphatically disagree with the last sentence of Section E for the reasons set out above. He should not be, at the present time, given greater individual responsibility but rather should be subject to close, strong supervision of a senior officer.

SECRET
(When Filled In)

| SECTION E | NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE |
|---|---|

Stress strengths and weaknesses demonstrated in current position. Indicate suggestions made to employee for improvement of his work. Give recommendations for his training. Describe, if appropriate, his potential for development and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the best basis for determining future personnel actions.

FEB 12 11 48 AM '62
MAIL ROOM

Subject has a unique flair for planning and conducting political action operations. His previous field experience in dealing with Latin American political action agents and his facility with the Spanish language have made him an unusually strong asset in the conduct of current operations in the Dominican Republic. His personality and background enable him to establish rapport with foreign nationals with remarkable ease. He uses imagination in developing new operations and is aggressive in follow-up procedures. He is well qualified for a Headquarters position which would give him greater individual responsibility.

| SECTION F | CERTIFICATION AND COMMENTS |
|---|---|

**1. BY EMPLOYEE**

*I certify that I have seen Sections A, B, C, D and E of this Report.*

| DATE | SIGNATURE OF EMPLOYEE |
|---|---|
| | William M. Kent |

**2. BY SUPERVISOR**

| MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION | IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION |
|---|---|
| 5 months | |

IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON.

- [ ] EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS
- [ ] REPORT MADE WITHIN LAST 90 DAYS
- [ ] OTHER (Specify):

| DATE | OFFICIAL TITLE OF SUPERVISOR | TYPED OR PRINTED NAME AND SIGNATURE |
|---|---|---|
| 29 January 1962 | Chief, WH/DR & H | Isaac P. Paxton |

**3. BY REVIEWING OFFICIAL**

- [ ] I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION.
- [ ] I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION.
- [x] I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION.
- [ ] I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.

COMMENTS OF REVIEWING OFFICIAL

See attachment.

| DATE | OFFICIAL TITLE OF REVIEWING OFFICIAL | TYPED OR PRINTED NAME AND SIGNATURE |
|---|---|---|
| 7 Feb 62 | Chief, WH/3 | Ned P. Holman |

SECRET

SECRET
(When Filled In)

FEB 1962

# FITNESS REPORT

EMPLOYEE SERIAL NUMBER

Recorded by CSPD

050103

## SECTION A — GENERAL

| 1. NAME (Last) (First) (Middle) | 2. DATE OF BIRTH | 3. SEX | 4. GRADE |
|---|---|---|---|
| KENT William M. | 29 May 1929 | Male | GS-12 |

| 5. SERVICE DESIGNATION | 6. OFFICIAL POSITION TITLE | 7. OFF/DIV/BR OF ASSIGNMENT |
|---|---|---|
| D | Operations Officer | DDP/WH, Br. 4 |

| 8. CAREER STAFF STATUS | | | 9. TYPE OF REPORT | |
|---|---|---|---|---|
| NOT ELIGIBLE | MEMBER | DEFERRED | INITIAL | REASSIGNMENT/SUPERVISOR |
| PENDING | DECLINED | DENIED | X ANNUAL | REASSIGNMENT/EMPLOYEE |

| 10. DATE REPORT DUE IN O.P. | 11. REPORTING PERIOD From / To | SPECIAL (Specify) |
|---|---|---|
| 31 January 1962 | 9June61 – 31Dec61 | |

## SECTION B — EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise *(indicate number of employees supervised)*.

1 - Unsatisfactory | 2 - Barely adequate | 3 - Acceptable | 4 - Competent | 5 - Excellent | 6 - Superior | 7 - Outstanding

| SPECIFIC DUTY | RATING NO. | SPECIFIC DUTY | RATING NO. |
|---|---|---|---|
| NO. 1 Planning and development of CA operations on Dominican Republic Desk at Headquarters. | 6 | NO. 4 Maintaining current files on political personalities & keeping abreast of political developments by thorough examination of Dominican press media. | 5 |
| NO. 2 Personal contact with Dominican exile leaders in U.S. and recruiting & directing same for Agency use upon their return to Dom. Rep. | 6 | NO. 5 Using knowledge of Spanish to act as interpreter & translator in operational matters. | 5 |
| NO. 3 Writing position papers & project documents on CA operations for WH Division & use of senior staffs. | 6 | NO. 6 | |

## SECTION C — EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position - performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the rating number in the box corresponding to the statement which most accurately reflects his level of performance.

1 - Performance in many important respects fails to meet requirements.
2 - Performance meets most requirements but is deficient in one or more important respects.
3 - Performance clearly meets basic requirements.
4 - Performance clearly exceeds basic requirements.
5 - Performance in every important respect is superior.
6 - Performance in every respect is outstanding.

RATING NO.: 5

## SECTION D — DESCRIPTION OF THE EMPLOYEE

In the rating boxes below, check (X) the degree to which each characteristic applies to the employee

1 - Least possible degree | 2 - Limited degree | 3 - Normal degree | 4 - Above average degree | 5 - Outstanding degree

| CHARACTERISTICS | NOT APPLICABLE | NOT OBSERVED | 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|---|---|---|
| GETS THINGS DONE | | | | | | | X |
| RESOURCEFUL | | | | | | | X |
| ACCEPTS RESPONSIBILITIES | | | | | | | X |
| CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES | | | | | | | X |
| DOES HIS JOB WITHOUT STRONG SUPPORT | | | | | | X | |
| FACILITATES SMOOTH OPERATION OF HIS OFFICE | | | | | | | X |
| WRITES EFFECTIVELY | | | | | | X | |
| SECURITY CONSCIOUS | | | | | | X | |
| THINKS CLEARLY | | | | | | | X |
| DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS | | | | | | X | |
| OTHER (Specify): | | | | | | | |

SEE SECTION "E" ON REVERSE SIDE

(When Filled In)

**SECTION E — NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE**

Stress strengths and weaknesses dem[illegible] in current position. Indicate suggestio[illegible] employee for improvement of his work. Give recommendations for his training. Describe, if appropriate, his potential f[illegible] development and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the best basis for determining future personnel actions.

AUG 10 12 08 PM '61

Mr. Kent's greatest strengths are a good, analytical mind, skillful handling of agent personnel, fluency in languages, intimate background knowledge of targets and assets, strong loyalty up and down, good sense of humor. He has the ambition to go on to jobs calling for greater responsibility, and he has amply demonstrated his readiness to move on to such jobs.

On occasion he may forget that good staff work includes not only defining problems but recommending sound solutions as well. This is only a transitory weakness that will be corrected by more experience and training.

The undersigned would be happy to have Mr. Kent as a colleague during any future assignment.

**SECTION F — CERTIFICATION AND COMMENTS**

**1. BY EMPLOYEE**

*I certify that I have seen Sections A, B, C, D and E of this Report.*

| DATE | SIGNATURE OF EMPLOYEE |
|---|---|
| 1 August 1961 | William M. Kent |

**2. BY SUPERVISOR**

| MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION | IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION |
|---|---|
| 10 | Mr. Kent departed JMWAVE prior to the preparation of this report. |

IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON.

- [ ] EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS
- [ ] REPORT MADE WITHIN LAST 90 DAYS
- [ ] OTHER (Specify):

| DATE | OFFICIAL TITLE OF SUPERVISOR | TYPED OR PRINTED NAME AND SIGNATURE |
|---|---|---|
| | Chief of Base, JMWAVE | Robert Reynolds |

**3. BY REVIEWING OFFICIAL**

- [X] I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION.
- [ ] I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION.
- [ ] I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION.
- [ ] I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.

COMMENTS OF REVIEWING OFFICIAL

| DATE | OFFICIAL TITLE OF REVIEWING OFFICIAL | TYPED OR PRINTED NAME AND SIGNATURE |
|---|---|---|
| 2 AUG 1961 | Chief, WH/4 | R. K. DAVIS |

SECRET

SECRET
(When Filled In)

10 AUG 1961

# FITNESS REPORT

EMPLOYEE SERIAL NUMBER [illegible]

## SECTION A — GENERAL

| 1. NAME (Last) (First) (Middle) | 2. DATE OF BIRTH | 3. SEX | 4. GRADE |
|---|---|---|---|
| KENT, William M. | 9 May 1929 | male | GS-12 |

| 5. SERVICE DESIGNATION | 6. OFFICIAL POSITION TITLE | 7. OFF/DIV/BR OF ASSIGNMENT |
|---|---|---|
| | Operations Officer | DDP/WH, Br. 4, D.C. |

8. CAREER STAFF STATUS

| | | | | | |
|---|---|---|---|---|---|
| | NOT ELIGIBLE | X | MEMBER | | DEFERRED |
| | PENDING | | DECLINED | | DENIED |

9. TYPE OF REPORT

| | | | |
|---|---|---|---|
| INITIAL | | REASSIGNMENT/SUPERVISOR | |
| ANNUAL | X | REASSIGNMENT/EMPLOYEE | |

| 10. DATE REPORT DUE IN O.P. | 11. REPORTING PERIOD From | To | SPECIAL (Specify) |
|---|---|---|---|
| | 13Sep60 | 8June61 | |

## SECTION B — EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise *(indicate number of employees supervised)*.

| 1 - Unsatisfactory | 2 - Barely adequate | 3 - Acceptable | 4 - Competent | 5 - Excellent | 6 - Superior | 7 - Outstanding |
|---|---|---|---|---|---|---|

| SPECIFIC DUTY | RATING NO. | SPECIFIC DUTY | RATING NO. |
|---|---|---|---|
| SPECIFIC DUTY NO. 1: Supervising JMWAVE PW Section composed of 7 staff or contract personnel. | 5 | SPECIFIC DUTY NO. 4: Serving as Case Officer for a number of PW operations. | 6 |
| SPECIFIC DUTY NO. 2: Planning PW operations against Latin America | 6 | SPECIFIC DUTY NO. 5: Handling Political Action contacts. | 5 |
| SPECIFIC DUTY NO. 3: Planning PW operations against Cuba. | 4 | SPECIFIC DUTY NO. 6 | |

## SECTION C — EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position - performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the rating number in the box corresponding to the statement which most accurately reflects his level of performance.

1 - Performance in many important respects fails to meet requirements.
2 - Performance meets most requirements but is deficient in one or more important respects.
3 - Performance clearly meets basic requirements.
4 - Performance clearly exceeds basic requirements.
5 - Performance in every important respect is superior.
6 - Performance in every respect is outstanding.

RATING NO. 5

## SECTION D — DESCRIPTION OF THE EMPLOYEE

In the rating boxes below, check (X) the degree to which each characteristic applies to the employee

| 1 - Least possible degree | 2 - Limited degree | 3 - Normal degree | 4 - Above average degree | 5 - Outstanding degree |
|---|---|---|---|---|

| CHARACTERISTICS | NOT APPLICABLE | NOT OBSERVED | RATING 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|---|---|---|
| GETS THINGS DONE | | | | | | X | |
| RESOURCEFUL | | | | | | X | |
| ACCEPTS RESPONSIBILITIES | | | | | | | X |
| CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES | | | | | | X | |
| DOES HIS JOB WITHOUT STRONG SUPPORT | | | | | | X | |
| FACILITATES SMOOTH OPERATION OF HIS OFFICE | | | | | | X | |
| WRITES EFFECTIVELY | | | | | | X | |
| SECURITY CONSCIOUS | | | | | X | | |
| THINKS CLEARLY | | | | | | | X |
| DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS | | | | | X | | |
| OTHER (Specify): | | | | | | | |

SEE SECTION "E" ON REVERSE SIDE

FORM 8-58 45 OBSOLETE PREVIOUS EDITIONS.

SECRET

(4)

| SECTION C | NARRATIVE COMMENTS |
|---|---|

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

During the approximately six months of Mr. Kent's association with WH/5, the Branch CA effort was almost exclusively concentrated on a special operation with which Mr. Kent was not directly concerned. His assigned task was to act as Headquarters case officer for those CA projects not directly involved in the special project and for peripheral aspects of some which were. He performed his assigned duties competently and demonstrated that in the graphic aspects of CA work he has few peers.

At the same time, Mr. Kent did not show any large measure of initiative in developing those projects assigned to him, and seemed to treat his assignment as a temporary one (as indeed it turned out to be) to which he was not fully committed and in which he was not overly interested.

Mr. Kent is a pleasant and cooperative officer who doubtless can perform capably in a position with supervisory responsibilities, although his duties with WH/5 gave him no opportunity to demonstrate his competence in this area.

| SECTION D | CERTIFICATION AND COMMENTS | |
|---|---|---|
| 1. | BY EMPLOYEE | |
| | I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT | |
| DATE 2/26/63 | SIGNATURE OF EMPLOYEE William M. Kent | |
| 2. | BY SUPERVISOR | |
| MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION | IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION | |
| DATE 2/26/63 | OFFICIAL TITLE OF SUPERVISOR Deputy Chief, WH/5 | TYPED OR PRINTED NAME AND SIGNATURE J. S. Morgan |
| 3. | BY REVIEWING OFFICIAL | |
| COMMENTS OF REVIEWING OFFICIAL | | |
| DATE | OFFICIAL TITLE OF REVIEWING OFFICIAL Chief, WH/5 | TYPED OR PRINTED NAME AND SIGNATURE R. D. Gahagen |

SECRET
(When Filled In)

# FITNESS REPORT

EMPLOYEE SERIAL NUMBER: 059198

## SECTION A — GENERAL

| 1. NAME (Last) (First) (Middle) | 2. DATE OF BIRTH | 3. SEX | 4. GRADE | 5. SD |
|---|---|---|---|---|
| Kent, William M | 9 May 29 | M | GS-12 | D |

| 6. OFFICIAL POSITION TITLE | 7. OFF/DIV/BR OF ASSIGNMENT | 8. CURRENT STATION |
|---|---|---|
| Ops Officer | DDP WH 5 | HQ |

9. CHECK (X) TYPE OF APPOINTMENT: CAREER / RESERVE / TEMPORARY / CAREER-PROVISIONAL *(See Instructions - Section C)* / SPECIAL *(Specify)*:

10. CHECK (X) TYPE OF REPORT: INITIAL / REASSIGNMENT SUPERVISOR / ANNUAL / X REASSIGNMENT EMPLOYEE / SPECIAL *(Specify)*:

11. DATE REPORT DUE IN O.P.:

12. REPORTING PERIOD *(From- to-)*: 18 May 62 - 15 Nov 62

## SECTION B — PERFORMANCE EVALUATION

- W - Weak — Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.
- A - Adequate — Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.
- P - Proficient — Performance is more than satisfactory. Desired results are being produced in a proficient manner.
- S - Strong — Performance is characterized by exceptional proficiency.
- O - Outstanding — Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

### SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise *(indicate number of employees supervised)*.

| SPECIFIC DUTY | RATING LETTER |
|---|---|
| SPECIFIC DUTY NO. 1: Continuing analysis and evaluation of CA projects - as many as ten, including two major projects, at one time. | A |
| SPECIFIC DUTY NO. 2: Preparation of correspondence (cables, dispatches and memoranda) on CA projects under his responsibility. | P |
| SPECIFIC DUTY NO. 3: Liaison with CA staff components (WH and DD/P) on matters concerning projects under his responsibility and on miscellaneous Branch CA matters. | S |
| SPECIFIC DUTY NO. 4: Participation in CA operational planning, with special emphasis on graphic aspects. | S |
| SPECIFIC DUTY NO. 5: Preparation of CA project renewal. | A |
| SPECIFIC DUTY NO. 6: | |

### OVERALL PERFORMANCE IN CURRENT POSITION

| | RATING LETTER |
|---|---|
| Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance. | P |

28 FEB 1963

FORM 4-62 45 OBSOLETE PREVIOUS EDITIONS.

SECRET

GROUP 1 Excluded from automatic downgrading and declassification

KENT, William M.

(continuation of Section C)

For family medical reasons, Mr. Kent cannot accept a permanent overseas assignment at the present time.

He is not called upon to exercise supervisory functions; therefore, his ability in this regard has not been rated.

SECRET
(When Filled In)

**SECTION C** — **NARRATIVE COMMENTS**

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

Mr. Kent has been under my supervision and has occupied his present position of responsibility for propaganda matters for less than four months, but in that time has demonstrated an unusual ability to provide imaginative, timely and useful propaganda guidances for covert field use. He is very sensitive and perceptive to the capabilities and limitations of WHD media operations and exploits their possibilities to the maximum. He has been particularly effective in the exploitation of leads provided by KUTUBE sources as the basis for "black" operations. In this regard he has shown great initiative, imagination and professional ability. Kent regularly makes sound suggestions for increasing the effectiveness and security of WHD media operations, and with more time on the job, and an increased knowledge of specific country operations, he should further improve his ability to assess and review WHD projects.

This officer is admirably suited for his present assignment; he is creative and an industrious worker, producing quickly and with a minimum of supervision; his guidances are well written and easily understood; and he has sole responsibility for his functional duties as part of a small three-man staff team. He has a friendly disposition and gets along well with his co-workers, although he is a person of strong convictions which he does not hesitate to express.

No further training is recommended at this time. His proficiency in Spanish is excellent and he uses that ability regularly in originating media operations, especially "black" operations.

(continued on attached)

**SECTION D** — **CERTIFICATION AND COMMENTS**

1. **BY EMPLOYEE**

*I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT*

| DATE | SIGNATURE OF EMPLOYEE |
|---|---|
| 24 February 1964 | William M. Kent |

2. **BY SUPERVISOR**

| MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION | IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION | |
|---|---|---|
| 4 | | |
| **DATE** | **OFFICIAL TITLE OF SUPERVISOR** | **TYPED OR PRINTED NAME AND SIGNATURE** |
| 24 Feb 64 | Chief, WH/CA | Herschel F. Peak (signed) |

3. **BY REVIEWING OFFICIAL**

COMMENTS OF REVIEWING OFFICIAL

The rating in specific duty number one of "outstanding" is very much deserved. Subject is an excellent idea man and writes quickly and to the point.

| DATE | OFFICIAL TITLE OF REVIEWING OFFICIAL | TYPED OR PRINTED NAME AND SIGNATURE |
|---|---|---|
| | WH/COPS | W. J. Hood (signed) |

SECRET

SECRET
(When Filled In)

# FITNESS REPORT

EMPLOYEE SERIAL NUMBER: 059198

**SECTION A — GENERAL**

| 1. NAME (Last) (First) (Middle) | 2. DATE OF BIRTH | 3. SEX | 4. GRADE | 5. SD |
|---|---|---|---|---|
| KENT, William M. | 9 May 1929 | M | GS-13 | D |

| 6. OFFICIAL POSITION TITLE | 7. OFF/DIV/BR OF ASSIGNMENT | 8. CURRENT STATION |
|---|---|---|
| Operations Officer | DDP WH P&O/B | Headquarters |

| 9. CHECK (X) TYPE OF APPOINTMENT | | 10. CHECK (X) TYPE OF REPORT | |
|---|---|---|---|
| X | CAREER | | INITIAL |
| | RESERVE | | REASSIGNMENT SUPERVISOR |
| | TEMPORARY | X | ANNUAL |
| | CAREER-PROVISIONAL (See instructions - Section C) | | REASSIGNMENT EMPLOYEE |
| | SPECIAL (Specify): | | SPECIAL (Specify): |

| 11. DATE REPORT DUE IN O.P. | 12. REPORTING PERIOD (From- to-) |
|---|---|
| 31 January 1964 | 15 November 1962 - 31 December 1963 |

**SECTION B — PERFORMANCE EVALUATION**

W - Weak: Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.

A - Adequate: Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.

P - Proficient: Performance is more than satisfactory. Desired results are being produced in a proficient manner.

S - Strong: Performance is characterized by exceptional proficiency.

O - Outstanding: Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

## SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

| Specific Duty | Rating Letter |
|---|---|
| SPECIFIC DUTY NO. 1: Coordinate, monitor and originate propaganda guidances for use by WHD assets. | O |
| SPECIFIC DUTY NO. 2: Review, assess and evaluate the effectiveness of WHD media projects. | S |
| SPECIFIC DUTY NO. 3: Coordinate, monitor and originate black propaganda operations involving WHD, including their planning, conduct and support. | S |
| SPECIFIC DUTY NO. 4: Provide materiel support for the conduct of media operations through KMFORGET channels. | P |
| SPECIFIC DUTY NO. 5 | |
| SPECIFIC DUTY NO. 6 | |

## OVERALL PERFORMANCE IN CURRENT POSITION

| | Rating Letter |
|---|---|
| Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance. | S |

25 FEB 1964

FORM 4-62 45 OBSOLETE PREVIOUS EDITIONS. SECRET

GROUP 1 Excluded from automatic downgrading and declassification

SECRET

## TRAINING REPORT

Midcareer Executive Development Course No. 4 — 20 Sept - 30 Oct 1964
(6 weeks, full-time)

| | | | |
|---|---|---|---|
| Student : | William M. Kent | Office : | WH |
| Year of Birth: | 1929 | Service Designation: | D |
| Grade : | GS-13 | No. of Students : | 30 |
| EOD Date : | Dec 1951 | | |

### COURSE OBJECTIVES - CONTENT AND METHODS

The Midcareer Executive Development Course, a part of the Midcareer Training Program, is designed to enable potential executive officers to develop and widen their understanding of the Agency, of the Government, and of international affairs.

The Course consists of three major segments, each of approximately two weeks duration. The topics covered through lectures, seminars, panel discussions and field trips are:

1. The functions, relationships and problems of various Agency components.
2. U.S. domestic problems and their effect on Government policy.
3. Current developments in key international affairs.

### ACHIEVEMENT RECORD

No evaluation of the student is made during the course, and no final grade is given upon course completion.

FOR THE DIRECTOR OF TRAINING:

Charles D. Ford
Charles D. Ford
Chief, Midcareer & Senior Officers Courses

30 NOV 1964
Date

SECRET

SECRET
(When Filled In)

OFFICE OF PERSONNEL

**SECTION C** | **NARRATIVE COMMENTS**

APR 1 10 38 AM '65
MAIL ROOM

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

Mr. Kent has sustained the same high degree of competence, imagination and conscientious application to his duties noted in the last fitness report. He is unusually well qualified for his present job by reason of experience, knowledge and sensitivity to the Latin American culture and mentality. Although he is a person of strong convictions, not always tactfully expressed, it is to his credit that he has adapted to the role of a staff officer with admirable self-restraint and self-discipline.

Were it not for the fact that Mr. Kent cannot accept a permanent overseas assignment at this time for family medical reasons, he should now be considered for assignment to a senior position at a country desk preparatory to a Field Station assignment. Under these circumstances, Mr. Kent is making a valuable, perhaps even indispensable, contribution to the covert action mission of WHD and should remain in his present position for the immediate future.

No further training is recommended at this time. He completed the Midcareer Executive Development Course No. 4 during the reporting period.

Mr. Kent has no supervisory functions in his present position, but he appears to be capable of performing such duties. His security record is excellent and his cost consciousness is good.

**SECTION D** | **CERTIFICATION AND COMMENTS**

1. **BY EMPLOYEE**

I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

| DATE | SIGNATURE OF EMPLOYEE |
|---|---|
| 31 March 1965 | William M. Kent |

2. **BY SUPERVISOR**

| MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION | IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION | |
|---|---|---|
| 8 mos. | | |
| **DATE** | **OFFICIAL TITLE OF SUPERVISOR** | **TYPED OR PRINTED NAME AND SIGNATURE** |
| 3-31-65 | C/WH/PO/B | Seymour R. Bolten |

3. **BY REVIEWING OFFICIAL**

COMMENTS OF REVIEWING OFFICIAL

I agree with the rating of Mr. Kent. He has been energetic, imaginative and professional in his work. The only thing that I can add to the assessment is that Mr. Kent speaks excellent Spanish which has been an essential ingredient in his critical abilities in the handling of media operations for Latin America.

| DATE | OFFICIAL TITLE OF REVIEWING OFFICIAL | TYPED OR PRINTED NAME AND SIGNATURE |
|---|---|---|
| 31 March 1965 | Deputy Chief, WHD | R. W. Herbert |

SECRET

SECRET
(When Filled In)

# FITNESS REPORT

EMPLOYEE SERIAL NUMBER: 059198

## SECTION A — GENERAL

| 1. NAME (Last) (First) (Middle) | 2. DATE OF BIRTH | 3. SEX | 4. GRADE | 5. SD |
|---|---|---|---|---|
| KENT, William M. | 9 May 1929 | M | GS-13 | D |

| 6. OFFICIAL POSITION TITLE | 7. OFF/DIV/BR OF ASSIGNMENT | 8. CURRENT STATION |
|---|---|---|
| Ops Officer | DDP/WH/P&O/B | Headquarters |

9. CHECK (X) TYPE OF APPOINTMENT

| | | | | | |
|---|---|---|---|---|---|
| X | CAREER | | RESERVE | | TEMPORARY |
| | CAREER-PROVISIONAL *(See instructions - Section C)* | | | | |
| | SPECIAL *(Specify)*: | | | | |

10. CHECK (X) TYPE OF REPORT

| | | | |
|---|---|---|---|
| | INITIAL | | REASSIGNMENT SUPERVISOR |
| X | ANNUAL | | REASSIGNMENT EMPLOYEE |
| | SPECIAL *(Specify)*: | | |

| 11. DATE REPORT DUE IN O.P. | 12. REPORTING PERIOD (From- to-) |
|---|---|
| 31 January 1965 | 1 January 1964 - 31 December 1964 |

## SECTION B — PERFORMANCE EVALUATION

W - Weak — Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.

A - Adequate — Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.

P - Proficient — Performance is more than satisfactory. Desired results are being produced in a proficient manner.

S - Strong — Performance is characterized by exceptional proficiency.

O - Outstanding — Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

### SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise *(indicate number of employees supervised)*.

| Specific Duty | Rating Letter |
|---|---|
| SPECIFIC DUTY NO. 1: Review, assess and evaluate the effectiveness of WHD media projects. | S |
| SPECIFIC DUTY NO. 2: Coordinate, monitor and originate propaganda guidances for use by WHD assets. | O |
| SPECIFIC DUTY NO. 3: Liaison with CA Staff and other CA components on propaganda and related operations in the WHD area. | S |
| SPECIFIC DUTY NO. 4: Assist WHD area desks to discharge their responsibilities in the propaganda and media field. | S |
| SPECIFIC DUTY NO. 5: | |
| SPECIFIC DUTY NO. 6: | |

### OVERALL PERFORMANCE IN CURRENT POSITION

| | Rating Letter |
|---|---|
| Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance. | S |

31 MAR 1965

FORM 4-62 45 OBSOLETE PREVIOUS EDITIONS.

SECRET

SECRET
(When Filled In)

| SECTION C | NARRATIVE COMMENTS |
|---|---|

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

Mr. Kent is indeed a professional in his field, an expert in propaganda operations which require area knowledge, technical know-how, and imagination. In a specialty where it is only too easy to go off the deep end, Mr. Kent has always kept his wits about him and avoided parochialism. He is a lucid writer who focusses on the essential. By nature, Mr. Kent is an impatient man who has certain biases which sometimes get into the way of his operational judgements. He is keenly aware of this and his efforts to remain as "uninvolved" as possible are commendable. In summary, Mr. Kent is a "doer" who in his field contributes much.

Mr. Kent has no supervisery duties to perform. He is highly cost conscious.

**SECTION D — CERTIFICATION AND COMMENTS**

**1. BY EMPLOYEE**

I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

| DATE | SIGNATURE OF EMPLOYEE |
|---|---|
| 6 December 1965 | William M. Kent |

**2. BY SUPERVISOR**

| MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION | IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION | |
|---|---|---|
| 2 | | |
| **DATE** | **OFFICIAL TITLE OF SUPERVISOR** | **TYPED OR PRINTED NAME AND SIGNATURE** |
| 6 December 1965 | Chief, WH/CA | Gerard Droller |

**3. BY REVIEWING OFFICIAL**

COMMENTS OF REVIEWING OFFICIAL

I concur fully in this report. Mr. Kent is rated strong across the board. He definitely ranks on the high side in this category.

| DATE | OFFICIAL TITLE OF REVIEWING OFFICIAL | TYPED OR PRINTED NAME AND SIGNATURE |
|---|---|---|
| 27 December 1965 | WHD/Executive Officer | Donald C. Marelius |

SECRET

SECRET
(When Filled In)

# FITNESS REPORT

EMPLOYEE SERIAL NUMBER: 059198

## SECTION A — GENERAL

| 1. NAME (Last) (First) (Middle) | 2. DATE OF BIRTH | 3. SEX | 4. GRADE | 5. SD |
|---|---|---|---|---|
| KENT, William M. | 9 May 29 | M | GS-13 | D |

| 6. OFFICIAL POSITION TITLE | 7. OFF/DIV/BR OF ASSIGNMENT | 8. CURRENT STATION |
|---|---|---|
| Ops Officer | DDP/WH/CA | Headquarters |

9. CHECK (X) TYPE OF APPOINTMENT

- X CAREER
- RESERVE
- TEMPORARY
- CAREER-PROVISIONAL (See Instructions - Section C)
- SPECIAL (Specify):

10. CHECK (X) TYPE OF REPORT

- INITIAL
- REASSIGNMENT SUPERVISOR
- X ANNUAL
- REASSIGNMENT EMPLOYEE
- SPECIAL (Specify):

11. DATE REPORT DUE IN O.P.:

12. REPORTING PERIOD (From- to-): 1 January - 31 December 1965

## SECTION B — PERFORMANCE EVALUATION

W - Weak: Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category require positive remedial action. The nature of the action could range from counseling, to further training, to placing c probation, to reassignment or to separation. Describe action taken or proposed in Section C.

A - Adequate: Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.

P - Proficient: Performance is more than satisfactory. Desired results are being produced in a proficient manner.

S - Strong: Performance is characterized by exceptional proficiency.

O - Outstanding: Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

### SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes th manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employee with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

| Specific Duty | Rating Letter |
|---|---|
| SPECIFIC DUTY NO. 1: Review, assess, and evaluate the conduct and effectiveness of WH media, youth and student, D&TO, and support projects. | S |
| SPECIFIC DUTY NO. 2: Originate, monitor, and coordinate propaganda guidances for use by WH assets. | S |
| SPECIFIC DUTY NO. 3: Liaison with the CA Staff and other CA components on propaganda, youth and student, and other operations in the WH area. | S |
| SPECIFIC DUTY NO. 4: Assist WH area Desks to discharge their responsibilities in the propaganda/media and youth and student fields. | S |
| SPECIFIC DUTY NO. 5: | |
| SPECIFIC DUTY NO. 6: | |

### OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.

RATING LETTER: S

8 JAN 1966

FORM 45 4-62 OBSOLETE PREVIOUS EDITIONS.

SECRET

GROUP 1 Excluded from automatic downgrading and declassification

SECRET
(When Filled In)

| SECTION C | NARRATIVE COMMENTS |
|---|---|

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain rating given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

OFFICE OF PERSONNEL
AUG 9 3 37 PM '66
MAIL ROOM

There is but little which can be added to the comments made in the fitness report covering the period 1 January to 3 December 1965; Mr. Kent is an excellent officer in his specialty; he holds strong opinions on certain issues, but - over the years - has learned to bend. His projected non-official cover assignment will utilize his talents for dealing with Latin Americans and for translating ideas and concepts into meaningful action. We wish him well.

| SECTION D | CERTIFICATION AND COMMENTS | |
|---|---|---|
| 1. | BY EMPLOYEE | |
| | I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT | |
| DATE: 21 July 1966 | SIGNATURE OF EMPLOYEE: William M. Kent | |
| 2. | BY SUPERVISOR | |
| MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION | IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION | |
| DATE | OFFICIAL TITLE OF SUPERVISOR: Chief, WH/CA | TYPED OR PRINTED NAME AND SIGNATURE: Gerard Droller |
| 3. | BY REVIEWING OFFICIAL | |

COMMENTS OF REVIEWING OFFICIAL

I concur with the above evaluation. Mr. Kent has proved to be a versatile officer and should be successful in his new assignment which requires independent judgment and initiative.

| DATE | OFFICIAL TITLE OF REVIEWING OFFICIAL | TYPED OR PRINTED NAME AND SIGNATURE |
|---|---|---|
| 1 August 1966 | WH/Executive Officer | Donald C. Marelius |

SECRET

SECRET
(When Filled In)

# FITNESS REPORT

EMPLOYEE SERIAL NUMBER: 059198

## SECTION A — GENERAL

| | |
|---|---|
| 1. NAME (Last) (First) (Middle) | Kent, William M. |
| 2. DATE OF BIRTH | 9 May 1929 |
| 3. SEX | M |
| 4. GRADE | GS-13 |
| 5. SD | D |
| 6. OFFICIAL POSITION TITLE | Operations Officer |
| 7. OFF/DIV/BR OF ASSIGNMENT | DDP/WH/CA |
| 8. CURRENT STATION | Headquarters |
| 9. CHECK (X) TYPE OF APPOINTMENT | XX CAREER; RESERVE; TEMPORARY; CAREER-PROVISIONAL (See instructions - Section C); SPECIAL (Specify): |
| 10. CHECK (X) TYPE OF REPORT | INITIAL; ANNUAL; REASSIGNMENT SUPERVISOR; XX REASSIGNMENT EMPLOYEE; SPECIAL (Specify): |
| 11. DATE REPORT DUE IN O.P. | |
| 12. REPORTING PERIOD (From- to-) | 1 January 1966 - 29 July 1966 |

## SECTION B — PERFORMANCE EVALUATION

W - Weak: Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.

A - Adequate: Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.

P - Proficient: Performance is more than satisfactory. Desired results are being produced in a proficient manner.

S - Strong: Performance is characterized by exceptional proficiency.

O - Outstanding: Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

### SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

| Specific Duty | Rating Letter |
|---|---|
| SPECIFIC DUTY NO. 1: Provide advice and assistance to WH Case Officers in discharging their responsibilities in the media/propaganda and youth/student fields. | S |
| SPECIFIC DUTY NO. 2: Originate, coordinate and monitor regional and country propaganda guidances and campaigns by WH assets. | S |
| SPECIFIC DUTY NO. 3: Review, assess and evaluate the development, conduct and effectiveness of WH media, youth/student, D&TO, and support projects, and projects of other Agency components operating in the WH area. | S |
| SPECIFIC DUTY NO. 4: Liaise with the CA Staff and other Agency components on propaganda, youth/student, and other operations in the WH area. | S |
| SPECIFIC DUTY NO. 5 | |
| SPECIFIC DUTY NO. 6 | |

### OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.

RATING LETTER: S

17 AUG 1966

FORM 4-65 45 USE PREVIOUS EDITIONS

SECRET

GROUP 1 Excluded from automatic downgrading and declassification

5 OCT 1966

MEMORANDUM FOR: Secretary, CS/CS Panel (Section A)

SUBJECT : Recommendation for Promotion to Grade GS-14, William M. Kent [redacted] (Staff Agent)

Kent

1. [redacted] who was a Staff Employee up to the time of his conversion to Staff [redacted] in July of this year, has been connected with the Latin American scene since he joined the Agency in 1951. Even before that time he had lived in some Central American countries. Thus, it is not surprising that he brought to his assignments a thorough knowledge of the social, economic, and political currents throughout the WH Division area.

2. In handling many tasks at various levels of responsibility and different locations, one facet of Kent's [redacted]erformance has always been outstanding: he has an unusual ability to apply his imagination toward realistic and useful operations. To be specific: on occasion of the discovery of a Cuban arms cache in November 1963, of the January 1964 riots in Panama, of the April 1965 revolution in the Dominican Republic, and of many other crises and situations which have developed in the WH area [redacted] immediately took the initiative within and outside the Division for the initiation and coordination of covert action efforts to support U.S. (and Agency) objectives. In his last assignment prior to assuming his duties under nonofficial cover, his constructive analyses of this Division's covert action activities and conclusions therefrom have made a significant impact on the formulation of our operational posture. Kent's [redacted] task in his current assignment will be to find and develop channels to Latin American Christian Democratic individuals and groups which will require maturity and judgment, tact and operational know-how, creativeness and flexibility. His current assignment is and some others in the past were at a level of a GS-14 if not higher and thus the promotion of [redacted] to GS-14 is strongly recommended at this time.

Kent

by [signature]
William V. Broe
Chief,
Western Hemisphere Division

Not Approved
12/66

S E C R E T

6 January 1969

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: Kent, William M
[redacted]; GS-14; Employee Number 059198; DOB: 5 September 1929; Operations Officer; Career; Service Designation: D

PERIOD UNDER REVIEW: 1 January 1968 - 6 January 1969

MONTHS UNDER MY SUPERVISION: 16

OVERALL RATING: Proficient

1. During this reporting period Subject has continued to maintain a state of more than satisfactory proficiency and has done a good job of establishing himself under unofficial commercial cover. He is always on the alert for new avenues of approach to targets of interest using his cover as access.

2. At present he is handling one quite sensitive penetration of an Embassy and to date has managed this case in a highly professional manner.

3. Subject is well motivated, takes a serious approach to his work and profits by his mistakes. At times he is inclined to take precipitate action and think later. However, he is most willing to learn and takes constructive criticism of his work in the proper spirit.

4. In order to increase Subject's value to the Washington Base, it is recommended, that when time permits, he be enrolled in the CI/CE and the Soviet Realities courses.

5. As of the present Subject has no supervisory responsibilities. He has proven to be sensibly cost conscious and submits his accountings promptly.

Rudolph E. Gomez

Rudolph E. Gomez
Chief
Washington Base

5 MAY 1970

S E C R E T

SECTION C NARRATIVE COMMENTS (Continued)

Subject devised a first-class cover relationship with the priority (REDTOP) target of this Base. For a period the relationship was close, and in our judgment it was wholly unsuspicious because Subject made it seem so natural. This was a very delicate operation which Subject handled with distinction.

Personal characteristics of this officer which should not be overlooked in this review are loyalty, responsiveness, willingness to accept any direction.

In conclusion I want to emphasize my conviction that this officer's assignments should be limited to the area for which he was trained and in which he feels confident: Latin America.

This officer is reasonably cost-conscious. I have had no opportunity to observe his capability for supervising other case officers.

**SECTION C** — **NARRATIVE COMMENTS**

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

This officer to some extent has been a victim of his assignment. His undergraduate training in Latin American affairs was thorough and extensive. His employment with RVROCK for the next 16 years was Latin-oriented. His Spanish language is rated "native". Yet during the period under review he was diverted from Latin-American affairs toward a variety of higher priority targets. This re-orientation was not uniformly successful, and should not be continued, because Subject seems to have no natural interest in foreign nationals (with the apparent exception of Latin Americans) and in most foreign affairs (with the exception of Latin American affairs).

Subject's strongest characteristic is his ability to live and to utilize his commercial cover. He showed great aptitude and commendable imagination in devising new modes of commercial access to foreign nationals residing in Washington. For example his use of his cover was the matrix of several successful recruitments for which other case officers received the ultimate credit, even though the recruitments were based on this officer's discovery of the potential agents and his initial development of them before they were transferred. Conversely, when Subject retained the contacts through the development phase, the contacts languished.

(continued on separate sheet)

**SECTION D** — **CERTIFICATION AND COMMENTS**

1. BY EMPLOYEE

*I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT*

| DATE | SIGNATURE OF EMPLOYEE |
|---|---|
| 20 February 1970 | /s/ William Kent |

2. BY SUPERVISOR

| MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION | IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION | |
|---|---|---|
| 12 | | |
| **DATE** | **OFFICIAL TITLE OF SUPERVISOR** | **TYPED OR PRINTED NAME AND SIGNATURE** |
| 3 February 1970 | Chief of Base | John G. Shaffer, Jr. (Signed in Pseudo on Form 45a) |

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

This reviewing official concurs with the ratings and narrative comments. Subject tended to evince operational interest in individuals or situations that were rather marginal in terms of the mission of the Base. It is significant that during the course of his tour in the Washington Base, he has made no recruitments of foreign targets. His propensity for living his cover was so strong that it suggests his future operational utilization in the field should be in spotting and assessing rather than recruiting.

| DATE | OFFICIAL TITLE OF REVIEWING OFFICIAL | TYPED OR PRINTED NAME AND SIGNATURE |
|---|---|---|
| 6 March 1970 | C/DOI/1 | Joseph J. Bulik |

SECRET
(When Filled In)

# FITNESS REPORT

EMPLOYEE SERIAL NUMBER: 059198

## SECTION A — GENERAL

| | |
|---|---|
| 1. NAME (Last) (First) (Middle) | Kent William |
| 2. DATE OF BIRTH | 05/09/29 |
| 3. SEX | M |
| 4. GRADE | GS-14 |
| 5. SD | D |
| 6. OFFICIAL POSITION TITLE | Ops Officer |
| 7. OFF/DIV/BR OF ASSIGNMENT | DDP/DO |
| 8. CURRENT STATION | Washington Base |

9. CHECK (X) TYPE OF APPOINTMENT

| | | | |
|---|---|---|---|
| X | CAREER | RESERVE | TEMPORARY |
| | CAREER-PROVISIONAL (See instructions - Section C) | | |
| | SPECIAL (Specify): | | |

10. CHECK (X) TYPE OF REPORT

| | | | |
|---|---|---|---|
| | INITIAL | | REASSIGNMENT SUPERVISOR |
| | ANNUAL | X | REASSIGNMENT EMPLOYEE |
| | SPECIAL (Specify): | | |

11. DATE REPORT DUE IN O.P.

12. REPORTING PERIOD (From- to-): 7 January 1969 - 16 January 1970

## SECTION B — PERFORMANCE EVALUATION

- **U–Unsatisfactory** — Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.
- **M–Marginal** — Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.
- **P–Proficient** — Performance is satisfactory. Desired results are being produced in the manner expected.
- **S–Strong** — Performance is characterized by exceptional proficiency.
- **O–Outstanding** — Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

### SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

| Specific Duty | Rating Letter |
|---|---|
| SPECIFIC DUTY NO. 1: Spotting, developing and assessing new agent assets. | P |
| SPECIFIC DUTY NO. 2: Recruitment of agent assets. | P |
| SPECIFIC DUTY NO. 3: Handling (and exploiting) agent assets. | S |
| SPECIFIC DUTY NO. 4: Utilizing commercial cover operationally. | O |
| SPECIFIC DUTY NO. 5: | |
| SPECIFIC DUTY NO. 6: | |

27 AUG 1970

### OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.

RATING LETTER: P

policy, CCS will not okay engaging in recruitment activities people who are under cover of legitimate firms (such as my cover firm, WWIS). The risk, he said, is too great, adding that where recruitment responsibilities are envisaged, a devised facility cover rather than that of a real firm, is provided. He suggested that I call Mr. Will Burke, current Chief of the Corporate Cover Branch in CCS, for further details and confirmation.

5. I spoke with Mr. Burke on the morning of 29 June. In essence, he said the same thing that Biladeaux had said, allowing that there are occasional exceptions such as an instance where an officer assigned abroad might use an alias, or on the rare occasion where a person might, in effect, recruit himself. With specific reference to WWIS, when I had that cover recruitment activity was precluded.

**SECTION C** — **NARRATIVE COMMENTS**

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

Subject has been under the supervision of Branch 6 since August 1966. In August Subject was transferred PCS to New Orleans where he was responsible for all aspects of the operation of proprietary foundation JMCLIPPER. During the reporting period, he has consistently demonstrated a high degree of enthusiasm and operational initiative. Although operating under instructions not to expand foundation activities too rapidly, he has not waited for an official "go-ahead" but has shown unflagging energy in planning operations for the period when JMCLIPPER could expand activities. He has shown an unusually keen perception of areas of CA operational needs and of imaginative thinking on how to fill these needs.

Subject has shown himself fully capable of exercising the self-disciplined and self-motivation necessary in an unofficial cover position. His proficiency in Spanish has been useful in meeting and entertaining Latin American travelers of potential operational interest passing through his city. He has handled his cover situation well. The cover office has been well run with no significant financial, administrative, or personnel problems having arisen during the period. Subject has exhibited an above-average cost consciousness.

**SECTION D** — **CERTIFICATION AND COMMENTS**

**1. BY EMPLOYEE**

I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

| DATE | SIGNATURE OF EMPLOYEE |
|---|---|
| | |

**2. BY SUPERVISOR**

| MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION | IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION | |
|---|---|---|
| 5 | Subject is assigned outside of the Washington area. | |
| **DATE** | **OFFICIAL TITLE OF SUPERVISOR** | **TYPED OR PRINTED NAME AND SIGNATURE** |
| 31 March 1967 | DC/WH/6 | Lee E. Patton |

**3. BY REVIEWING OFFICIAL**

COMMENTS OF REVIEWING OFFICIAL

I agree with the rating officer's judgement that Mr. Kent's performance has been characterized by exceptional efficiency. He demonstrated unusual energy and imagination in developing plans for expansion of JMCLIPPER activities. His detailed reporting was also commendable.

| DATE | OFFICIAL TITLE OF REVIEWING OFFICIAL | TYPED OR PRINTED NAME AND SIGNATURE |
|---|---|---|
| 31 March 1967 | Chief, WH/6 | Paul E. Oberst |

SECRET
(When Filled In)

| FITNESS REPORT | EMPLOYEE SERIAL NUMBER 059198 |
|---|---|

**SECTION A — GENERAL**

| | | | | |
|---|---|---|---|---|
| 1. NAME (Last) (First) (Middle): Kent, William M. | 2. DATE OF BIRTH: 9 May 29 | 3. SEX: M | 4. GRADE: GS-13 | 5. SD: D |
| 6. OFFICIAL POSITION TITLE: Ops Officer | 7. OFF/DIV/BR OF ASSIGNMENT: DDP/WH/6 | | 8. CURRENT STATION: New Orleans | |

9. CHECK (X) TYPE OF APPOINTMENT
- XXX CAREER
- RESERVE
- TEMPORARY
- CAREER-PROVISIONAL (See Instructions - Section C)
- SPECIAL (Specify):

10. CHECK (X) TYPE OF REPORT
- INITIAL
- X REASSIGNMENT SUPERVISOR
- XX ANNUAL
- REASSIGNMENT EMPLOYEE
- SPECIAL (Specify):

11. DATE REPORT DUE IN O.P.: 28 February 1967

12. REPORTING PERIOD (From- to-): 1 August 1966 - 31 March 1967

**SECTION B — PERFORMANCE EVALUATION**

W - Weak: Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.

A - Adequate: Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.

P - Proficient: Performance is more than satisfactory. Desired results are being produced in a proficient manner.

S - Strong: Performance is characterized by exceptional proficiency.

O - Outstanding: Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

**SPECIFIC DUTIES**

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

| Specific Duty | Rating Letter |
|---|---|
| SPECIFIC DUTY NO. 1: Ops. Off. Responsible as [redacted] for directing all operations conducted through proprietary foundation JMCLIPPER | S |
| SPECIFIC DUTY NO. 2: Administration and financial control of JMCLIPPER | S |
| SPECIFIC DUTY NO. 3: Development and planning of new operational support tasks for JMCLIPPER | O |
| SPECIFIC DUTY NO. 4: Supervision of JMCLIPPER secretary and contract agent/trustee | P |
| SPECIFIC DUTY NO. 5: 28 April '67 /pr. POSTED ON OF-4b | |
| SPECIFIC DUTY NO. 6: 21 APR 1967 WP | |

**OVERALL PERFORMANCE IN CURRENT POSITION**

| | Rating Letter |
|---|---|
| Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance. | S |

FORM 4-62 45 OBSOLETE PREVIOUS EDITIONS. SECRET

GROUP 1 Excluded from automatic downgrading and declassification

SECRET
(When Filled In)

| SECTION C | NARRATIVE COMMENTS |
|---|---|

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

OFFICE OF PERSONNEL
FEB 3 9 07 AM '68

Kent

In the past [redacted] has proven himself to be a dynamic and highly-skilled operations officer whose geographic area of specialization was WH and whose professional forte was propaganda and covert action activity. During his 5 months association with the Washington Base, this officer has continued to maintain a state of exceptional proficiency while establishing himself locally under unofficial commercial. He has done this with his usual high degree of energy, perception and seriousness. Having laid a firm operational base, it is expected that during the next reporting period the operational "take" from Subject will be equally firm. During his brief Base tour [redacted] has handled several selected operational matters within the area of his greatest competence and during the Fall meeting of the OAS acquitted himself with exceptional proficiency. Subject has no supervisory duties at present. He is cost conscious in all respects. It is expected that [redacted] will be able to provide meaningful assistance during the coming year in attacking those areas of priority operational interest assigned to the Base by Headquarters. In order to assist [redacted] in this and to enable the Base to utilize his many talents to the optimum, it is planned, when the Base operational climate allows, to have him take the Soviet Realities course and the CI/CE course. [redacted] is well-motivated and does his best to become a meaningful member of the Washington Base.

| SECTION D | CERTIFICATION AND COMMENTS | |
|---|---|---|
| 1. | BY EMPLOYEE | |
| | I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT | |
| DATE<br>31 January 1968 | SIGNATURE OF EMPLOYEE<br>[redacted] William M. Kent | |
| 2. | BY SUPERVISOR | |
| MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION<br>5 | IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION | |
| DATE<br>31 January 1968 | OFFICIAL TITLE OF SUPERVISOR<br>C/OG/Washington Base | TYPED OR PRINTED NAME AND SIGNATURE<br>John H. Furfey |
| 3. | BY REVIEWING OFFICIAL | |
| COMMENTS OF REVIEWING OFFICIAL<br>As Reviewing Official I am in full concurrence with the evaluation given this employee as outlined above. | | |
| DATE<br>31 JANUARY 1968 | OFFICIAL TITLE OF REVIEWING OFFICIAL<br>Chief of Base | TYPED OR PRINTED NAME AND SIGNATURE<br>Rudolph E. Gomez |

SECRET

SECRET

I certify that I have seen the above Fitness Report:

William M. Kent
[redacted]    DATE: 3 March 1969

**REVIEWING OFFICIAL'S COMMENTS:**

I concur generally in this evaluation. Subject is always on the look-out for new leads. While in general this is commendable, it should be noted that his assessments are not in depth. It would be preferable if he concentrated on a few good prospects, leading to a solid recruitment, rather than enlarging numerically his stable of contacts.

Stanley H. Gaines
Stanley H. Gaines    11 MAR 1969
DC/DO/I

SECRET

SECRET
(When Filled In)

# FITNESS REPORT

EMPLOYEE SERIAL NUMBER: 059198

## SECTION A — GENERAL

Kent William W.

| 1. NAME (Last) (First) (Middle) | 2. DATE OF BIRTH | 3. SEX | 4. GRADE | 5. SD |
|---|---|---|---|---|
| [redacted] | 05/09/29 | M | GS-13 | D |

| 6. OFFICIAL POSITION TITLE | 7. OFF/DIV/BR OF ASSIGNMENT | 8. CURRENT STATION |
|---|---|---|
| Ops Officer | DDP/DO/Wash Base | Washington, D.C. |

9. CHECK (X) TYPE OF APPOINTMENT

- X CAREER
- RESERVE
- TEMPORARY
- CAREER-PROVISIONAL (See instructions - Section C)
- SPECIAL (Specify):

10. CHECK (X) TYPE OF REPORT

- INITIAL
- REASSIGNMENT SUPERVISOR
- X ANNUAL
- REASSIGNMENT EMPLOYEE
- SPECIAL (Specify):

11. DATE REPORT DUE IN O.P.

12. REPORTING PERIOD (From- to-): 1 August - 31 December 1967

## SECTION B — PERFORMANCE EVALUATION

**W - Weak** — Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.

**A - Adequate** — Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.

**P - Proficient** — Performance is more than satisfactory. Desired results are being produced in a proficient manner.

**S - Strong** — Performance is characterized by exceptional proficiency.

**O - Outstanding** — Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

### SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

| Specific Duty | Rating Letter |
|---|---|
| SPECIFIC DUTY NO. 1: To fully establish himself within the Washington area under a viable commercial cover and to take the necessary initial steps to exploit his position operationally as a Base support officer. | S |
| SPECIFIC DUTY NO. 2: To maintain operational contact with agents and targets of operational interest to WH Division as assigned. | S |
| SPECIFIC DUTY NO. 3: To provide operational entre into a large number of local religious, civic and academic groups which may become of greater operational interest to the Base in the future. | P |
| SPECIFIC DUTY NO. 4 | |
| SPECIFIC DUTY NO. 5 | |
| SPECIFIC DUTY NO. 6 | |

### OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.

RATING LETTER: S

FORM 4-65 45 USE PREVIOUS EDITIONS

SECRET

GROUP 1 Excluded from automatic downgrading and declassification

SECRET

6 January 1969

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: Kent, William M

[redacted], GS-14; Employee Number 059198; DOB: 5 September 1929; Operations Officer; Career; Service Designation: D

PERIOD UNDER REVIEW: 1 January 1968 - 6 January 1969

MONTHS UNDER MY SUPERVISION: 16

OVERALL RATING: Proficient

1. During this reporting period Subject has continued to maintain a state of more than satisfactory proficiency and has done a good job of establishing himself under unofficial commercial cover. He is always on the alert for new avenues of approach to targets of interest using his cover as access.

2. At present he is handling one quite sensitive penetration of an Embassy and to date has managed this case in a highly professional manner.

3. Subject is well motivated, takes a serious approach to his work and profits by his mistakes. At times he is inclined to take precipitate action and think later. However, he is most willing to learn and takes constructive criticism of his work in the proper spirit.

4. In order to increase Subject's value to the Washington Base, it is recommended, that when time permits, he be enrolled in the CI/CE and the Soviet Realities courses.

5. As of the present Subject has no supervisory responsibilities. He has proven to be sensibly cost conscious and submits his accountings promptly.

Rudolph E. Gomez
Chief
Washington Base

5 MAY 1970

SECRET

SECRET

Soft File

29 June 1971

MEMORANDUM FOR: Mr. Joseph Di Stefano

SUBJECT : Responsibilities During Assignment to DO/Washington Base (re Fitness Report Jan 69 - Jan. '70)

FROM : Mr. William M. Kent

1. During the early days of my assignment to DO/Washington Base, the matter of my cover was discussed a number of times with DO Personnel and CCS. Eventually, CCS came up with World Wide Information Services, Inc., of New York, as a legitimate firm which would provide me with the needed cover. It came out loud and clear during the discussions that this cover would allow me to spot, assess and develop targets of interest, and would allow me to handle recruited agents, but, because of the high risk involved in the use of a legitimate firm for cover purposes, I was not to engage in recruitments.

2. Despite its one limitation, the cover was ideal. Among other things, I:

a. Handled a recruited Venezuelan agent assigned to the Venezuelan Embassy in Washington;

b. Handled a recruited code clerk assigned to one of the embassies in Washington;

c. Contacted and assessed a high official of the Soviet Embassy, made arrangements to have him met by another Base Case Officer under alias who continued the development which eventually was to lead to a recruitment pitch;

SECRET

d. Established contact and developed a third national employed by the Algerian Embassy, gained access to the Embassy, went all through it, drew a sketch of the interior of the premises including the location of the code room;

e. Made contact with and developed two Arab officials assigned to the Arab Information Office in Washington;

f. Made contact with and developed officials in the Polish, Czech, Hungarian and other Embassies; was on particularly good terms with the Poles;

g. Made contact and developed an official of the Pakistani Embassy;

h. Made contact, developed and turned over to another case officer under alias a Swedish national who was subsequently recruited and was to be sent to India to work on the Chicom target.

i. Maintained my cover in a manner which was completely devoid of suspicion during the entire period I used it.

3. When the Base moved to its new offices in Washington, the COB gave me my instructions. He told me that I should avoid making or maintaining contacts in the Church and Latin American communities in Washington; that I was not being assigned any geographical area on which to concentrate but would be expected to use my judgment, seek out persons who might be of interest, and take advantage of opportunities which might arise; that I would be given recruited agents to handle as the need arose; that, per the limitation concerning my cover, I was not to engage in actual recruitments, but was to spot, assess, and develop persons of possible interest who would be turned over to other case officers under alias for further development and recruitment.

4. On 28 June 1971, I called Dick Biladeaux of CCS who was involved at the time I was given the WWIS cover. While I did not, purposely, make specific reference to the matter at hand, in response to my query he said that as a matter of

SECTION C - Narrative Comments (continued)

and he is consistent and reliable in his performance. His writing is entirely coherent and always in good form, although occasionally a little too clever and glib for my tastes. He has an excellent understanding of personal and operational security and cover.

A word about versatility: Mr. Kent does indeed have near-native Spanish and a specific interest in Latin American affairs as noted in his previous fitness report; however, his general interests cover a much greater geographic and topical area and and he has no difficulty in quickly finding some common ground with persons of all backgrounds and nationalities. Although his job here in the branch rarely called for direct operational contacts, I have no reservations about his ability to develop, recruit and handle all types of persons of intelligence interest. He is presentable, sensible, well-spoken, and a definite credit to the Agency in his dealings with other elements of the U.S. Government.

Mr. Kent is an enthusiastic and energetic activist with now proven managerial abilities. His greatest asset is his quick, sharp and imaginative mind: His only shortcoming worthy of mention is a slight tendency towards impulsiveness in making decisions. My relationship with this officer has been such that we discussed operational and personnel matters and his handling of them at least several times a day; thus, special performance consultations with him were not considered necessary. His performance was fully up to our expectations of him and consistent with the high standards of responsibility and efficiency required in this branch.

SECTION C - Narrative Comments (continued)

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SECRET
(When Filled In)

| SECTION C | NARRATIVE COMMENTS |
|---|---|

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

JUN 31 11 15 AM '71

Mr. Kent came to this branch from a non-official cover job which had little in common with the duties of a country desk chief. Moreover, he found himself in the sometimes difficult situation of taking over a position just vacated by the newly appointed deputy branch chief. Despite these, to him, minor obstacles, he called upon his close association with Latin American affairs for many years, his wealth of experience on WH country desks, and his inherent ability to deal successfully with people and situations in asserting leadership and quickly bringing the Peru Desk under his own independent control.

During the year that Mr. Kent served as Peru Desk Chief he domonstrated conclusively that he is equally talented in all fields of clandestine activity. There islittle question that Covert Action is what he likes and does the best, as once more evidenced by a written commendation he received for this type of work while part of a special WH task force in September and October 1970; however, it should be equally noted that the FI and CI aspects of his job on the Peru Desk also received full interest and attention during his tenure. He is a good personnel manager and maintained high morale in his unit while working it hard and demanding high standards. He is not at all afraid of responsibility, he meets all deadlines without prompting,

(continued)

| SECTION D | CERTIFICATION AND COMMENTS | |
|---|---|---|
| 1. | BY EMPLOYEE | |
| | I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT | |
| DATE<br>8 April 1971 | SIGNATURE OF EMPLOYEE<br>William M Kent | |
| 2. | BY SUPERVISOR | |
| MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION<br>10 1/2 months | IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION | |
| DATE<br>8 April 1971 | OFFICIAL TITLE OF SUPERVISOR<br>Acting Chief, WH/3 | TYPED OR PRINTED NAME AND SIGNATURE<br>Richard L. Conolly<br>Richard L. Conolly |
| 3. | BY REVIEWING OFFICIAL | |

COMMENTS OF REVIEWING OFFICIAL

I have little to add to this comprehensive narrative with which I fully agree. I, too, have worked very closely with Bill for most of the period under review, which witnessed rather hectic days in the life of the Lima Station: it was comforting to be able to rely on his keen perception of latent trouble, clear analysis of events, and sound and/or imaginative, as the case demanded, proposals for approaching problems. Because he has the potential for career advancement, I would strongly recommend that he be soon transferred back to a "line" position, again with managerial responsibilities.

| DATE | OFFICIAL TITLE OF REVIEWING OFFICIAL | TYPED OR PRINTED NAME AND SIGNATURE |
|---|---|---|
| 8 April 1971 | Chief, WH/3 | Spera<br>Alfonso Spera |

SECRET

SECRET
(When Filled In)

# FITNESS REPORT

EMPLOYEE SERIAL NUMBER: 059198

## SECTION A — GENERAL

| | | | | |
|---|---|---|---|---|
| 1. NAME (Last) (First) (Middle): Kent, William | 2. DATE OF BIRTH: 05/09/29 | 3. SEX: M | 4. GRADE: GS-14 | 5. SD: D |
| 6. OFFICIAL POSITION TITLE: Ops Officer | 7. OFF/DIV/BR OF ASSIGNMENT: DDP/WH/3 | | 8. CURRENT STATION: Hqs | |

9. CHECK (X) TYPE OF APPOINTMENT

| | | | | | |
|---|---|---|---|---|---|
| X | CAREER | | RESERVE | | TEMPORARY |
| | CAREER-PROVISIONAL (See instructions - Section C) | | | | |
| | SPECIAL (Specify): | | | | |

10. CHECK (X) TYPE OF REPORT

| | | | |
|---|---|---|---|
| | INITIAL | | REASSIGNMENT SUPERVISOR |
| | ANNUAL | X | REASSIGNMENT EMPLOYEE |
| | SPECIAL (Specify): | | |

11. DATE REPORT DUE IN O.P.

12. REPORTING PERIOD (From- to-): 17 January 1970 - 1 December 1970

## SECTION B — PERFORMANCE EVALUATION

| | |
|---|---|
| U-Unsatisfactory | Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C. |
| M-Marginal | Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described. |
| P-Proficient | Performance is satisfactory. Desired results are being produced in the manner expected. |
| S-Strong | Performance is characterized by exceptional proficiency. |
| O-Outstanding | Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition. |

### SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

| SPECIFIC DUTY | RATING LETTER |
|---|---|
| SPECIFIC DUTY NO. 1: Chief of the Peru Desk, which encompasses overall Headquarters guidance and support of field operations. (DA10) | S |
| SPECIFIC DUTY NO. 2: Supervises the preparation of cables, dispatches, project actions, special memoranda and other correspondence for FI, CI and CA activities in Peru. (DB10) | O |
| SPECIFIC DUTY NO. 3: Coordination of Desk activities with other components of the Agency and other U.S. Government departments. (DB40) | S |
| SPECIFIC DUTY NO. 4: Briefing and debriefing Headquarters and field personnel and other agencies' officers on Peruvian activities. (DM50) | S |
| SPECIFIC DUTY NO. 5: Supervision of four (4) Desk employees GS-05 to GS-13. (DM80) | S |
| SPECIFIC DUTY NO. 6: | |

### OVERALL PERFORMANCE IN CURRENT POSITION

| | RATING LETTER |
|---|---|
| Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance. | S |

FORM 7-69 45 OBSOLETE PREVIOUS EDITIONS SECRET

GROUP 1 Excluded from automatic downgrading and declassification

Reviewed by OP/SPD/PPB

SECTION C -Continued-

Mr. Kent has clearly projected his concern for the efficient use of Agency funds.

In November 1970 Mr. Kent received a commendation for his resourceful contribution to the Chilean Task Force.

Comments of Reviewing Official: (Continued)

Service. In addition, it must be noted that Mr. Kent thinks through every problem as it applies to his work. His thoroughness is of the highest nature. His depth of thought and study devoted to a given subject is rarely found among officers dealing with rapidly moving situations. His is unflappable yet flexible.

SECTION C

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

Mr. Kent has competently directed the covert action activities of Branch 6 since being named Chief of the CA Section for the Branch in December 1970. He was selected for this position because of his aggressiveness in the CA field and especially because of his years of experience and success in the propaganda activity. In closely monitoring the actions of the Allende Government (GOC) Mr. Kent lived up to his reputation and demonstrated his unique ability to recognize propaganda vulnerabilities and to attack them with effective and imaginative propaganda guidance.

During his brief tour in the Branch Mr. Kent developed one economic warfare operation against the GOC which shows indications of partially satisfying the USG objective of discouraging foreign investment in Chile.

Mr. Kent is fluent in the Spanish language and on at least two occasions he has proven himself as a translator for two meetings between senior officials of the USG and Latin American officials.

Mr. Kent has effectively supervised the personnel of the CA Section which, besides himself, consists of two officers and one clerical. In the management of the Branch's covert action programs

SECTION D

CERTIFICATION AND COMMENTS

1. BY EMPLOYEE

I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

| DATE | SIGNATURE OF EMPLOYEE |
|---|---|
| 2 June 1971 | William M. Kent |

2. BY SUPERVISOR

| MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION | IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION | |
|---|---|---|
| DATE | OFFICIAL TITLE OF SUPERVISOR | TYPED OR PRINTED NAME AND SIGNATURE |
| 7 June 71 | DC/WH/6 | Basil A. Beardsley |

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

In my capacity as Branch Chief during the period January to April 1971, I had ample opportunity to observe the work of Mr. Kent and had the pleasure of working directly with him on a variety of sensitive and important activities. In addition to his highly imaginative yet realistic approach to the problem of Chile, he amply demonstrated his ability to deal with persons who were out to sell bills of goods to the Agency. His clear understanding of the role of the Clandestine Service protected the Agency from disagreeable encounters that might have resulted in compromises or embarrassments. His forte is clearly in the field of public relations and propaganda well-adjusted to the role of the Clandestine

/Continued/

| DATE | OFFICIAL TITLE OF REVIEWING OFFICIAL | TYPED OR PRINTED NAME AND SIGNATURE |
|---|---|---|
| 8 June 1971 | Chief, WH/COG | Lawrence Sternfield |

SECRET
(When Filled In)

## FITNESS REPORT

EMPLOYEE SERIAL NUMBER: 059198

### SECTION A — GENERAL

| 1. NAME (Last) (First) (Middle) | 2. DATE OF BIRTH | 3. SEX | 4. GRADE | 5. SD |
|---|---|---|---|---|
| Kent, William M. | 05/09/29 | M | GS-14 | D |

| 6. OFFICIAL POSITION TITLE | 7. OFF/DIV/BR OF ASSIGNMENT | 8. CURRENT STATION |
|---|---|---|
| Operations Officer | DDP/WH/6 | Headquarters |

9. CHECK (X) TYPE OF APPOINTMENT

| | | | | | |
|---|---|---|---|---|---|
| X | CAREER | | RESERVE | | TEMPORARY |
| | CAREER-PROVISIONAL (See Instructions - Section C) | | | | |
| | SPECIAL (Specify): | | | | |

10. CHECK (X) TYPE OF REPORT

| | | | |
|---|---|---|---|
| | INITIAL | | REASSIGNMENT SUPERVISOR |
| X | ANNUAL | | REASSIGNMENT EMPLOYEE |
| | SPECIAL (Specify): | | |

| 11. DATE REPORT DUE IN O.P. | 12. REPORTING PERIOD (From- to-) |
|---|---|
| 30 April 1971 | 1 November 1970 - 31 March 1971 |

### SECTION B — PERFORMANCE EVALUATION

**U—Unsatisfactory** Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.

**M—Marginal** Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.

**P—Proficient** Performance is satisfactory. Desired results are being produced in the manner expected.

**S—Strong** Performance is characterized by exceptional proficiency.

**O—Outstanding** Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

### SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

| SPECIFIC DUTY | RATING LETTER |
|---|---|
| SPECIFIC DUTY NO. 1: Direct the covert action program of the Branch and supervise the Section's personnel. | S |
| SPECIFIC DUTY NO. 2: Originate propaganda and operational guidance in support of Station operations and 40 Committee policy objectives. | S |
| SPECIFIC DUTY NO. 3 | |
| SPECIFIC DUTY NO. 4 | |
| SPECIFIC DUTY NO. 5 | |
| SPECIFIC DUTY NO. 6 | |

### OVERALL PERFORMANCE IN CURRENT POSITION

| | RATING LETTER |
|---|---|
| Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance. | S |

SECTION C (Continued)

to inhibit foreign investment in Chile. The responses to the first phase of this operation were highly favorable and the initial reactions to the second phase have also been very favorable.

It should be noted that during this period Mr. Kent served for three months as the Acting Deputy Branch Chief, including two weeks when he was the Acting Branch Chief. In both of these positions he performed very capably, showing excellent judgment and managerial abilities in handling Branch-level matters. He showed similar managerial ability in his handling of the two officers and secretary in his Section throughout the rating period. He has consistently shown a high degree of cost consciousness in all phases of his work.

Mr. Kent displayed his talent for dealing with non-Agency personnel at a meeting of publishers from all over the hemisphere held during the latter part of 1971. At this meeting he skillfully handled several key Latin American assets with the result that some of the Agency's objectives for influencing the meeting were achieved under difficult circumstances.

In sum, Mr. Kent made a notable contribution to the Branch's efforts in 1971 and we are looking forward with pleasure to working with him in the coming year.

SECTION D (Continued)

responsible for the extent of the success in accomplishing Agency objectives. Mr. Kent, in my opinion is well qualified to assume a position with greater responsibilities.

SECRET
(When Filled In)

# FITNESS REPORT

EMPLOYEE SERIAL NUMBER: 059198

## SECTION A — GENERAL

| | | | | | |
|---|---|---|---|---|---|
| 1. NAME (Last) (First) (Middle): Kent, William | | 2. DATE OF BIRTH: 05/09/29 | 3. SEX: M | 4. GRADE: GS-14 | 5. SD: D |
| 6. OFFICIAL POSITION TITLE: Ops Officer | | 7. OFF/DIV/BR OF ASSIGNMENT: DDP/WH/6 | | 8. CURRENT STATION: Headquarters | |

9. CHECK (X) TYPE OF APPOINTMENT

| | | | |
|---|---|---|---|
| X | CAREER | RESERVE | TEMPORARY |
| | CAREER-PROVISIONAL (See instructions - Section C) | | |
| | SPECIAL (Specify): | | |

10. CHECK (X) TYPE OF REPORT

| | | | |
|---|---|---|---|
| | INITIAL | | REASSIGNMENT SUPERVISOR |
| X | ANNUAL | | REASSIGNMENT EMPLOYEE |
| | SPECIAL (Specify): | | |

11. DATE REPORT DUE IN O.P.: January 1972

12. REPORTING PERIOD (From- to-): April 1971 - December 1971

## SECTION B — PERFORMANCE EVALUATION

U-Unsatisfactory — Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.

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S-Strong — Performance is characterized by exceptional proficiency.

O-Outstanding — Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

### SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

| Specific Duty | Rating Letter |
|---|---|
| SPECIFIC DUTY NO. 1: Directs the Covert Action program of the Branch and supervises the Covert Action Section. | S |
| SPECIFIC DUTY NO. 2: Originates guidances for political action and propaganda activities for Santiago Station and third-country Stations' use. | S |
| SPECIFIC DUTY NO. 3: Initiates, prepares and directs third-country economic warfare operations aimed at the Chilean target. | S |
| SPECIFIC DUTY NO. 4: Coordinates with CA Staff and other Agency components on Covert Action operations conducted against Chile. | S |
| SPECIFIC DUTY NO. 5 | |
| SPECIFIC DUTY NO. 6 | |

27 JAN 1972

### OVERALL PERFORMANCE IN CURRENT POSITION

| | Rating Letter |
|---|---|
| Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance. | S |

FORM 7-69 45 OBSOLETE PREVIOUS EDITIONS

SECRET

GROUP 1 Excluded from automatic downgrading and declassification

Reviewed by OP/SPD/PPB

SECRET
(When Filled In)

| SECTION C | NARRATIVE COMMENTS |
|---|---|

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

JAN 26 9 27 AM '72

During the rating period Mr. Kent continued to direct in a highly effective manner the large-scale covert action program carried out by the Branch against the Chilean target, including political action operations, propaganda, economic warfare, black operations and a militant action group. Mr. Kent is uniquely qualified for his present job since he combines an active and imaginative mind with a background of twenty years of operational experience in the Latin American area. He also possesses an unusual degree of fluency in the Spanish language.

In addition to directing the Branch's overall covert action program, Mr. Kent personally handled the majority of the propaganda effort conducted by the Branch. He turned in a very strong performance in originating and coordinating propaganda guidances on the Chilean situation for use in the Western Hemisphere as well as other areas such as Europe. He showed a real flair for spotting propaganda vulnerabilities and then coming up with fresh ideas for the exploitation of these vulnerabilities. He particularly excelled in staying on top of fast breaking situations requiring a steady flow of propaganda guidance.

Mr. Kent also conceived and executed the second phase of an effective propaganda operation in the economic field which is designed

...continued...

| SECTION D | CERTIFICATION AND COMMENTS | |
|---|---|---|
| 1. | BY EMPLOYEE | |
| | I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT | |
| DATE: 21 January 1972 | SIGNATURE OF EMPLOYEE: William M. Kent | |
| 2. | BY SUPERVISOR | |
| MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION: 4 Months | IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION | |
| DATE: 21 January 1972 | OFFICIAL TITLE OF SUPERVISOR: DC/WH/6 | TYPED OR PRINTED NAME AND SIGNATURE: Albert D. Wedemeyer / A. D. Wedemeyer |
| 3. | BY REVIEWING OFFICIAL | |

COMMENTS OF REVIEWING OFFICIAL

There is little that I can add to this performance rating and narrative comments. I agree with the rating officer's judgment. Mr. Kent is a self-starter with a very imaginative mind. I have closely observed his work on an effective propaganda operation in the economic field and found it highly successful and effective. His tenure as Acting Deputy Branch Chief left nothing to be desired. I was also personally associated with him at the hemisphere-wide publishers' meeting in late 1971. His professional conduct and good judgment during this meeting undoubtedly was

...continued...

| DATE | OFFICIAL TITLE OF REVIEWING OFFICIAL | TYPED OR PRINTED NAME AND SIGNATURE |
|---|---|---|
| 24 JAN 1972 | C/WH/6 | Earl J. Williamson / Earl J. Williamson |

SECRET

SECTION C (Continued) NARRATIVE COMMENTS William M. Kent

government's economic credibility both in Chile and abroad. These efforts undoubtedly have played a role in Chile's increasing difficulties in obtaining badly needed foreign financial assistance.

In the course of his duties Mr. Kent was called upon to meet and handle several key Chileans concerning matters affecting covert operations in Chile. In one case he made the first Agency contact with an important Chilean business leader who will be taken over shortly by the Santiago Station. This individual is a leader of the Chilean private sector which has become of increasing interest to the Station's operations.

Mr. Kent ably supervisied the activities of the two other officers and secretary in his Section during the rating period. In addition to his regular duties, he has frequently been called upon to fill in for the Branch Chief and/or the Deputy Branch Chief during absences of the latter two officers. In all such cases he displayed sound judgment and a thorough grasp of both the FI and CA operations being conducted in Chile.

In conclusion, it should be noted that Mr. Kent has turned in an unusually strong across-the-board performance during the highly active period covered by this report. It has been a real pleasure to have worked with an individual of this high competence and dedication.

government's economic credibility both in Chile and abroad. These efforts undoubtedly have played a role in Chile's increasing difficulties in obtaining badly needed foreign financial assistance.

In the course of his duties Mr. Kent was called upon to meet and handle several key Chileans concerning matters affecting covert operations in Chile. In one case he made the first Agency contact with an important Chilean business leader who will be taken over shortly by the Santiago Station. This individual is a leader of the Chilean private sector which has become of increasing interest to the Station's operations.

Mr. Kent ably supervisied the activities of the two other officers and secretary in his Section during the rating period. In addition to his regular duties, he has frequently been called upon to fill in for the Branch Chief and/or the Deputy Branch Chief during absences of the latter two officers. In all such cases he displayed sound judgment and a thorough grasp of both the FI and CA operations being conducted in Chile.

In conclusion, it should be noted that Mr. Kent has turned in an unusually strong across-the-board performance during the highly active period covered by this report. It has been a real pleasure to have worked with an individual of this high competence and dedication.

SECRET
(When Filled In)

| SECTION C | NARRATIVE COMMENTS |
|---|---|

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

During the past year Mr. Kent continued to direct the CA Section of the Chile Branch in the same highly effective manner noted in the previous fitness report. In this position he was responsible for directing the Headquarters support for WH Division's largest and most active covert action program. This program is generally credited with having achieved a number of successes during the past year in a wide variety of activities against the Chilean target.

Mr. Kent possesses an unusual combination of talent, language capability and experience that makes him one of the top CA officers in the Division. He is particularly effective in conducting propaganda work and his imaginative exploitation of the Chilean situation has been superb. As a result of his efforts, the Branch has been able to conduct a continuous and effective hemisphere-wide propaganda campaign against the Allende government during the past year. In addition, he has brought in key European stations to assist in this program on numerous occasions.

Among the more significant contributions made by Mr. Kent have been his activities in the economic field. He has successfully carried out a number of operations designed to damage the Allende

...continued...

| SECTION D | CERTIFICATION AND COMMENTS | |
|---|---|---|
| 1. | BY EMPLOYEE | |
| | I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT | |
| DATE<br>15 Nov. 1972 | SIGNATURE OF EMPLOYEE<br>William M. Kent | |
| 2. | BY SUPERVISOR | |
| MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION<br>12 Months | IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION | |
| DATE<br>15 November 1972 | OFFICIAL TITLE OF SUPERVISOR<br>DC/WH/6 | TYPED OR PRINTED NAME AND SIGNATURE<br>Albert D. Wedemeyer<br>Albert D. Wedemeyer |
| 3. | BY REVIEWING OFFICIAL | |

COMMENTS OF REVIEWING OFFICIAL

I concur with this evaluation. Subject's ability in the propaganda field particularly is exceptional. Blessed with a fertile imagination, he has an uncanny talent for coming up with an appropriate CA remedy to almost any problem. His knowledge and experience in the CA field is wide and deep, making him undoubtedly one of the best officers in this speciality in the Agency. The Branch is indeed fortunate to have his services.

| DATE | OFFICIAL TITLE OF REVIEWING OFFICIAL | TYPED OR PRINTED NAME AND SIGNATURE |
|---|---|---|
| 15 NOV 1972 | C/WH/6 | Stewart D. Burton |

SECRET

SECRET
(When Filled In)

# FITNESS REPORT

EMPLOYEE SERIAL NUMBER: 059198

## SECTION A — GENERAL

| 1. NAME (Last) (First) (Middle) | 2. DATE OF BIRTH | 3. SEX | 4. GRADE | 5. SD |
|---|---|---|---|---|
| Kent, William | 05/09/29 | M | GS-14 | D |

| 6. OFFICIAL POSITION TITLE | 7. OFF/DIV/BR OF ASSIGNMENT | 8. CURRENT STATION |
|---|---|---|
| Ops Officer | DDP/WH/6 | Headquarters |

9. CHECK (X) TYPE OF APPOINTMENT
- X CAREER
- RESERVE
- TEMPORARY
- CAREER-PROVISIONAL (See Instructions - Section C)
- SPECIAL (Specify):

10. CHECK (X) TYPE OF REPORT
- INITIAL
- XX ANNUAL
- SPECIAL (Specify):
- REASSIGNMENT SUPERVISOR
- REASSIGNMENT EMPLOYEE

| 11. DATE REPORT DUE IN O.P. | 12. REPORTING PERIOD (From- to-) |
|---|---|
| 30 November 1972 | 1 January 1972 - 31 October 1972 |

## SECTION B — PERFORMANCE EVALUATION

**U–Unsatisfactory** Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.

**M–Marginal** Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.

**P–Proficient** Performance is satisfactory. Desired results are being produced in the manner expected.

**S–Strong** Performance is characterized by exceptional proficiency.

**O–Outstanding** Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

### SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

| Specific Duty | Rating Letter |
|---|---|
| SPECIFIC DUTY NO. 1: Directs the Covert Action program of the Branch and supervises the Covert Action Section. | S |
| SPECIFIC DUTY NO. 2: Originates propaganda guidances for Santiago Station and third country stations' use. | O |
| SPECIFIC DUTY NO. 3: Initiates, prepares and directs economic warfare operations aimed at the Chilean target. D 5 72 | S |
| SPECIFIC DUTY NO. 4: Coordinates with CA Staff and other Agency components on operations conducted against Chile. | S |
| SPECIFIC DUTY NO. 5 | |
| SPECIFIC DUTY NO. 6 — 17 NOV 1972 | |

### OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.

RATING LETTER: S

FORM 7-69 45 OBSOLETE PREVIOUS EDITIONS

SECRET

GROUP 1 Excluded from automatic downgrading and declassification

Reviewed by OP/SPD/PPB

Fitness Report - William M. Kent

Section D - Comments of Reviewing Official (Continued)

ability to act on his own and get things done, he also has a decided capacity for working as a team member.

While the Outstanding rating necessarily must be assigned sparingly, I believe it is merited in this case. Mr. Kent did a really superb job in the tension-filled days leading to the Chilean coup. His performance and intellectual abilities place him among the top 10% of SA officers in the Division and probably in the Agency.

As far as future assignments are concerned, I believe Mr. Kent is best qualified by experience and personal inclination to handle staff jobs calling for a large measure of political and economic astuteness. The new job he is taking over in the economic section of WH Division will test his talents, but I believe he has the growth potential to rise to positions of even greater responsibility.

SECTION C NARRATIVE COMMENTS KENT

operational experience. His ingenuity, originality and flare are balanced by sound common sense and enriched by his sense of humor and personal modesty. Mr. Kent was personally responsible for the creation and implementation of two important Division programs - one in the political action field and the other in the propaganda field, which were designed to influence foreign attitudes toward the Allende Government and to dissuade foreign governments from providing economic assistance to Chile. These programs were highly successful, and since the same techniques can be applied in support of the new Chilean military government, the programs are being retained and hopefully will continue to produce results which make an important contribution to the achievement of U.S. policy objectives.

Mr. Kent continued to supervise the SA Section in the same highly effective manner noted in previous efficiency reports. He also continued to meet and handle several key Chileans, including a top civilian adviser to the new Chilean government. He put in long hours, working eleven or twelve hours a day during crisis periods.

Mr. Kent's transfer to the economic section of WH Division will enable him to make fuller use of his talents in the specialized and important field of economic intelligence, in which he has a particular interest. It is, however, a severe loss to the Branch, which has benefited immeasurably from his imaginative yet level-headed approach to operational problems and challenges. He is much liked as well as respected by Branch 6 personnel and has contributed greatly toward maintaining the high morale and effectiveness of the Branch as a whole.

1. Agency and organizational designations
CENTRAL INTELLIGENCE AGENCY

5. Employee's [redacted] (and social security account number when appropriate) [redacted] (OLIVER H. CORBUSTON)
[redacted] (P) [redacted]

2. Pay ro[illegible] | 3. Block No. | 4. Slip No.

6. Grade and salary
[redacted]

PAY ROLL CHANGE DATA

| | BASE PAY | OVERTIME | | GROSS PAY | RET. | TAX | BOND | F.I.C.A. | | | NET PAY |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 7. Previous normal | | | | | | | | | | | |
| 8. New normal | | | | | | | | | | | |
| 9. Pay this period | | | | | | | | | | | |

10. Remarks

Kent, William M.

11. Appropriation(s)

12. Prepared by

13. Audited by

☒ Periodic step-increase ☐ Pay adjustment ☐ Other step-increase

14. Effective date | 15. Date last equivalent increase | 16. Old salary rate | 17. New salary rate | 18. Performance rating is satisfactory or better.

[redacted]

19. LWOP data (fill in appropriate, as being creditable LWOP during following periods) Periodic:
☒ No excess LWOP. Total excess LWOP [illegible]

(Check applicable box in case of LWOP)

STANDARD FORM NO. 1126—Revised
form prescribed by Comp. Gen. U. S.
Nov. 5, 1954, General Regulation No. 107

PAY ROLL CHANGE SLIP—PERSONNEL COPY

13 Blue

16—61111-3a U. S. GOVERNMENT PRINTING OFFICE

# REQUEST FOR PERSONNEL ACTION

REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.

**1. NAME** [redacted]

**2. DATE OF BIRTH** 9 May 1929

**3. REQUEST NO.**

**4. DATE OF REQUEST** 02 Jun 53

**5. NATURE OF ACTION REQUESTED:**
A. PERSONNEL (*Specify whether appointment, promotion, separation, etc.*)
Promotion (Staff Agent)

B. POSITION (*Specify whether establish, change grade or title, etc.*)

**6. EFFECTIVE DATE**
A. PROPOSED:
B. APPROVED: JUL 5 - 1953 EJS

**7. C.S. OR OTHER LEGAL AUTHORITY**

| FROM— | | TO— |
|---|---|---|
| Intelligence Asst. GS-6 | 8. POSITION TITLE AND NUMBER | Intelligence Asst. GS-7 |
| GS-6, $3,795.00 p.a. | 9. SERVICE, GRADE, AND SALARY | GS-7, $4,205.00 p.a. |
| WH/III<br>Branch III, Cent. Am. & Carib. | 10. ORGANIZATIONAL DESIGNATIONS | WH/III<br>Branch III, Cent. Am. & Carib. |
| Panama City, Panama | 11. HEADQUARTERS | Panama City, Panama |
| [X] FIELD [ ] DEPARTMENTAL | 12. FIELD OR DEPARTMENTAL | [X] FIELD [ ] DEPARTMENTAL |

**A. REMARKS** (*Use reverse if necessary*)
Slot No. 2
[redacted]

**B. REQUESTED BY** (*Name and title*) C/WH

**C. FOR ADDITIONAL INFORMATION CALL** (*Name and telephone extension*) [redacted]

**D. REQUEST APPROVED BY**
Signature: Doris B. Powell
Title: FI/CHO.

**13. VETERAN PREFERENCE**

| NONE | WWII | OTHER | 5 PT. | 10 POINT DISAB. | 10 POINT OTHER |
|---|---|---|---|---|---|
| | | | | | |

**14. POSITION CLASSIFICATION ACTION**

| NEW | VICE | I. A. | REAL. |
|---|---|---|---|
| | | | |

FX

**15. SEX** **16. RACE**

**17. APPROPRIATION**
FROM: [redacted]
TO: [redacted]

**18. SUBJECT TO C. S. RETIREMENT ACT** (YES—NO)

**19. DATE OF APPOINTMENT AFFIDAVITS** (ACCESSIONS ONLY)

**20. LEGAL RESIDENCE** [ ] CLAIMED [ ] PROVED
STATE:

**21. STANDARD FORM 50 REMARKS**

Posted OF 46 7/7/53 EJS
EOD - 7/5/53
SAEOD - 6/10/52
CSEOD -} 7/27/51
LCD -}

APPROVED
PERSONNEL DIVISION (COVERT)
JUL 5 - 1953 EJS
Effective:
DISTRIBUTION:
CFB (2)
PERS. FLDR. ✓
PI/T&R
SSD/I&SO
ORGN. CONCERNED
SPS/T&R
OTHER

**22. CLEARANCES**

| | INITIAL OR SIGNATURE | DATE |
|---|---|---|
| A. | | |
| B. CEIL. OR POS. CONTROL | | |
| C. CLASSIFICATION | | |
| D. PLACEMENT OR EMPL. | | |
| E. | | |

REMARKS:

F. APPROVED BY LWBurrows 6/30/53

SECRET
SECURITY INFORMATION

16—57329-2

[redacted] GS-7 $4805.00

## PAY ROLL CHANGE DATA

| | BASE PAY | OVERTIME | | GROSS PAY | RET. | TAX____ | BOND | F. I. C. A. | | | NET PAY |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 7. Previous normal | | | | | | | | | | | |
| 8. New normal | | | | | | | | | | | |
| 9. Pay this period | | | | | | | | | | | |

10. Remarks:

Kent, William M.

POSTED ON OF-4b [signature] Aug 56

11. Appropriation(s)

12. Prepared by

Sak 2 Aug 56

13. Audited by

☒ Periodic step-increase ☐ Pay adjustment ☐ Other step-increase

| 14. Effective date | 15. Date last equivalent increase | 16. Old salary rate | 17. New salary rate | 18. Performance rating is satisfactory or better. |
|---|---|---|---|---|
| 5 Jul 56 | 5 Jul 55 | $4805.00 | $4930.00 | (Signature or other authentication) |

19. LWOP data (Fill in appropriate spaces covering LWOP during following periods):
Period(s):

☒ No excess LWOP. Total excess LWOP____

(Check applicable box in case of excess LWOP)

STANDARD FORM NO. 1126a—Revised
Form prescribed by Comp. Gen., U. S.
Nov. 8, 1930, General Regulations No. 102

14 [signature]

PAY ROLL CHANGE SLIP—PERSONNEL COPY

REQUEST FOR PERSONNEL ACTION

REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.

1. NAME (Mr.—Miss—Mrs.—One given name, initial(s), and surname): [redacted]

Kent, William M.

2. DATE OF BIRTH: 9 May 1929

3. REQUEST NO.:

4. DATE OF REQUEST: 22 Oct 54

5. NATURE OF ACTION REQUESTED:
A. PERSONNEL (Specify whether appointment, promotion, separation, etc.): PROMOTION (STAFF AGENT)
B. POSITION (Specify whether establish, change grade or title, etc.)

6. EFFECTIVE DATE
A. PROPOSED: 30 Jan 55
B. APPROVED: JAN 30 1955

7. C.S. OR OTHER LEGAL AUTHORITY

| | FROM— | | TO— |
|---|---|---|---|
| 8. POSITION TITLE AND NUMBER | INTELLIGENCE ASST. [redacted], [redacted] | | INTELLIGENCE OFFICER, [redacted] |
| 9. SERVICE, GRADE, AND SALARY | GS-7, $4330.00 p.a. | | GS-9, $5060.00 p.a. |
| 10. ORGANIZATIONAL DESIGNATIONS | DDP/WH BRANCH III, CENT AMER & CARIB. | | DDP/WH [redacted] PROJECT HYPOTHESIS |
| 11. HEADQUARTERS | PANAMA CITY, PANAMA | | PANAMA CITY, PANAMA |
| 12. FIELD OR DEPARTMENTAL | X FIELD / DEPARTMENTAL | | X FIELD / DEPARTMENTAL |

A. REMARKS (Use reverse if necessary): [redacted]

COVER - Military

At the cancellation stamp. Jess check should have cancelled the accepted application

CANCELLED

THRU P. I. 16 Jan 56

B. REQUESTED BY (Name and title): [signature], C/WH

C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension): P. C. BOWERS x4457

D. REQUEST APPROVED BY: Signature: James P. Humphries (WMD) Title: FS/CMO 10 Jan '55

13. VETERAN PREFERENCE

| NONE | WWII | OTHER | 5-PT. | 10-POINT DISAB. | 10-POINT OTHER |
|---|---|---|---|---|---|
| | | | | | |

14. POSITION CLASSIFICATION ACTION

| NEW | VICE | I. A. | REAL. |
|---|---|---|---|
| | | | D: FI |

15. SEX: M

16. RACE: W

17. APPROPRIATION FROM: 5-3525-55-051 TO: same

18. SUBJECT TO C. S. RETIREMENT ACT (YES—NO)

19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)

20. LEGAL RESIDENCE ☐ CLAIMED ☐ PROVED STATE:

21. STANDARD FORM 50 REMARKS

PURSUANT TO DCI DIRECTIVE EFFECTIVE 13 MAR. 1955 SALARY ADJUSTED TO: $5440

POSTED ON 1/24/55

APPROVED
SPECIAL CONTRACTING, ALLOWANCES AND PROCESSING STAFF
Effective: JAN 30 1955
DISTRIBUTION:
OFD (2) ✓
PERS. FLDR. ✓
PI
SSD/IASD
ORGN. CONCERNED
SCAPS
OTHER

| 22. CLEARANCES | INITIAL OR SIGNATURE | DATE |
|---|---|---|
| A. | | |
| B. CEIL. OR POS. CONTROL | | |
| C. CLASSIFICATION | | |
| D. PLACEMENT OR EMPL. | [initial] | 1-20-55 |
| E. | | |

REMARKS:

F. APPROVED BY: John L. Bischoff

10—57329-2

☆ U. S. GOVERNMENT PRINTING OFFICE 1954-320080

1. Agency and organizational designation: DDP/WE Kent, William M.

2. Payroll period | 3. Block No. | 4. Slip No.

5. Employee's name (and social security account number when appropriate)

[redacted]

6. Grade and salary: GS-9 $5440.00

## PAYROLL CHANGE DATA

| | BASE PAY | OVERTIME | | GROSS PAY | RET. | FEDERAL TAX | BOND | F. I. C. A. | STATE TAX | GROUP LIFE INS. | | | NET PA |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 7. Previous normal | | | | | | | | | | | | | |
| 8. New normal | | | | | | | | | | | | | |
| 9. Pay this period | | | | | | | | | | | | | |

10. Remarks:

11. Appropriation(s)

12. Prepared by: dak 13 Feb 56

13. Audited by

☐ Periodic step-increase ☐ Pay adjustment ☐ Other step-increase

| 14. Effective date | 15. Date last equivalent increase | 16. Old salary rate | 17. New salary rate | 18. |
|---|---|---|---|---|
| 9 Jan56 | 30 Jan55 | $5440.00 | $5575.00 | |

(Signature or other authentication)

19. LWOP data (Fill in appropriate spaces covering LWOP during following periods):
Periodic:

☐ No excess LWOP. Total excess LWOP____

(Check applicable box in case of excess LWOP)

☐ In LWOP status at end of waiting period.

Initials of Clerk

STANDARD FORM NO. 1126d—Revised
Form prescribed by Comp. Gen., U. S.
October 26, 1954, General Regulations No. 102

3B,

PAYROLL CHANGE SLIP — PERSONNEL COPY

UNVOUCHERED

REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.

1. NAME (Mr.—Miss—Mrs.—One given name, initial(s), and surname): [redacted] William M Kent

2. DATE OF BIRTH: 9 May 1929

3. REQUEST NO.:

4. DATE OF REQUEST: 3 May 1956

5. NATURE OF ACTION REQUESTED:
A. PERSONNEL (Specify whether appointment, promotion, separation, etc.)
Promotion (STAFF AGENT)

B. POSITION (Specify whether establish, change grade or title, etc.)

6. EFFECTIVE DATE
A. PROPOSED:
B. APPROVED: [illegible] ALLS

7. C.S. OR OTHER LEGAL AUTHORITY

| | FROM— | | TO— |
|---|---|---|---|
| 8. POSITION TITLE AND NUMBER | Intelligence Officer | | I.O. (FI) [redacted] BAF 277.01 |
| 9. SERVICE, GRADE, AND SALARY | GS-0136.51-9 $5575.00 p.a. | | GS-0136.51-11 $6390.00 p.a. |
| 10. ORGANIZATIONAL DESIGNATIONS | DDP/WH Project HYPOTHESIS | | DDP/WH Branch III [redacted]S |
| 11. HEADQUARTERS | Panama City, Panama | | Panama City, Panama STATION PANAMA CITY, PANAMA |
| 12. FIELD OR DEPARTMENTAL | [X] FIELD [ ] DEPARTMENTAL | | [X] FIELD [ ] DEPARTMENTAL (DI) |

A. REMARKS (Use reverse if necessary)
New T/O

B. REQUESTED BY (Name and title): [signature] C/WH

C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension): R. C. BOWERS X-4457

D. REQUEST APPROVED BY
Signature: Robert A. Shuler (WMN)
Title: Ex/CMO 31 May 56

13. VETERAN PREFERENCE

| NONE | WWII | OTHER | 5-PT. | 10-POINT DISAB. | 10-POINT OTHER |
|---|---|---|---|---|---|
| | | | X | | |

14. POSITION CLASSIFICATION ACTION

| NEW | VICE | I.A. | REAL |
|---|---|---|---|
| | | | |

SD-DI

15. SEX: M

16. APPROPRIATION
FROM: 6-3525-53-001
TO: Same

17. SUBJECT TO C.S. RETIREMENT ACT (YES—NO): Yes

18. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY):

19. LEGAL RESIDENCE [ ] CLAIMED [ ] PROVED
STATE:

20. STANDARD FORM 50 REMARKS

[illegible] 6/8/56

APPROVED
[illegible] DIVISION
Effective JUL 1 1956

| 21. CLEARANCES | INITIAL OR SIGNATURE | DATE | REMARKS: |
|---|---|---|---|
| A. | | | |
| B. CEIL. OR POS. CONTROL | | | |
| C. CLASSIFICATION | [initials] | 6/26/56 | |
| D. PLACEMENT OR EMPL. | [initials] | 6/1/56 | |
| E. | | | |
| F. APPROVED BY | Ralph S. Pallerla | | |

[illegible] 1956

SECRET

16—57329-4

(WHEN FILLED IN

# NOTIFICATION OF PERSONNEL ACTION

| 1. NAME (MR.—MISS—MRS.—ONE GIVEN NAME, INITIAL(S), AND SURNAME) | 2. DATE OF BIRTH | 3. JOURNAL OR ACTION NO. | 4. DATE |
|---|---|---|---|
| WILLIAM M. KENT [redacted] | 9 May 1929 | | 9 Oct 1956 |

*This is to notify you of the following action affecting your employment:*

| 5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) | 6. EFFECTIVE DATE | 7. CIVIL SERVICE OR [illegible] LEGAL AUTHORITY |
|---|---|---|
| Resignation (Staff Agent)* | 7 Oct 1956 | 50 USCA 403j |

| FROM | | TO |
|---|---|---|
| I. O. (FI) BAF-277.01 | 8. POSITION TITLE | |
| GS-0136.51-11 $6390 p/a | 9. SERVICE, SERIES, GRADE, SALARY | |
| DDP/WH<br>Branch III<br>Panama City, Panama Station | 10. ORGANIZATIONAL DESIGNATIONS | |
| Panama City, Panama | 11. HEADQUARTERS | |
| [x] FIELD [ ] DEPARTMENTAL | 12. FIELD OR DEPT'L | [ ] FIELD [ ] DEPARTMENTAL |

13. VETERAN'S PREFERENCE

| NONE | WWII | OTHER | 5-PT. | 10 POINT DISAB. | 10 POINT OTHER |
|---|---|---|---|---|---|
| | | | x | | |

14. POSITION CLASSIFICATION ACTION

| NEW | VICE | I. A. | REAL. | |
|---|---|---|---|---|
| | | | | SD:DI |

| 15. SEX | 16. RACE | 17. APPROPRIATION | 18. SUBJECT TO C. S. RETIREMENT ACT (YES—NO) | 19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY) | 20. LEGAL RESIDENCE |
|---|---|---|---|---|---|
| M | W | FROM: 6-3525-55-051<br>TO: | Yes | | [x] CLAIMED [ ] PROVED<br>STATE: |

21. REMARKS:

POSTED ON OF-4b [illegible]

FOR DIRECTOR OF PERSONNEL

Ralph S. Pollock

ENTRANCE PERFORMANCE RATING:

22. SIGNATURE OR OTHER AUTHENTICATION

**SECRET**

1. [redacted] COPY

File

STANDARD FORM 50 (5 PART)
REV. APRIL 1951
PROMULGATED BY
U.S. CIVIL SERVICE COMMISSION
CHAPTER R1, FEDERAL PERSONNEL MANUAL

ENTRAL INTELLIGENCE AGENC

# NOTIFICATION OF PERSONNEL ACTION

P.C. 2 Oct 1956
C-6163 reg

| 1. NAME (MR.—MISS—MRS.—ONE GIVEN NAME, INITIAL(S), AND SURNAME) | 2. DATE OF BIRTH | 3. JOURNAL OR ACTION NO. | 4. DATE |
|---|---|---|---|
| MR. WILLIAM M. KENT 15-9198 | 9 May 1929 | | 8 Oct 1956 |

*This is to notify you of the following action affecting your employment:*

| 5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) | 6. EFFECTIVE DATE | 7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY |
|---|---|---|
| EXCEPTED APPOINTMENT | 8 Oct 1956 | 50 USCA 403 j |

| | FROM | TO |
|---|---|---|
| 8. POSITION TITLE | | Area Ops Officer RA-322-11 |
| 9. SERVICE, SERIES, GRADE, SALARY | | GS-0136.01-11 $6390.00 p.a. |
| 10. ORGANIZATIONAL DESIGNATIONS | | DDP/WH<br>Branch III<br>Cuba Section |
| 11. HEADQUARTERS | | Washington, D. C. |
| 12. FIELD OR DEPT'L | FIELD ☐ DEPARTMENTAL ☐ | FIELD ☐ DEPARTMENTAL ☒ |

13. VETERAN'S PREFERENCE

| NONE | WWII | OTHER | 5-PT. | 10-POINT DISAB. | 10-POINT OTHER |
|---|---|---|---|---|---|
| | | | X | | |

14. POSITION CLASSIFICATION ACTION

| NEW | VICE | I. A. | REAL. | |
|---|---|---|---|---|
| | | | | BOC SD:DI |

15. SEX: M

16. APPROPRIATION FROM: TO: 7-3500-20

17. SUBJECT TO C. S. RETIREMENT ACT (YES—NO): Yes

18. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY): 8 Oct 1956

19. LEGAL RESIDENCE ☐ CLAIMED ☐ PROVED STATE: Va.

20. REMARKS:

RC-004

DOG: 7/1/56
CSHOD: 1/2/52
LCD: 1/2/52
SCD: 7/8/50

PSI due 12/29/57

POSTED
10/16/56

ENTRANCE PERFORMANCE RATING:

Director of Personnel

21. SIGNATURE OR OTHER AUTHENTICATION

4. PERSONNEL FOLDER COPY

U. S. GOVERNMENT PRINTING OFFICE: 1956-373647

10/11/56

SECRET
(WHEN FILLED IN)

| 1. EMP. SERIAL NO. | 2. NAME | 3. ASSIGNED ORGAN. | 4. FUNDS | 5. ALLOTMENT |
|---|---|---|---|---|
| 159198 | KENT, WILLIAM M. | DDP/WH | V-20 | |

| 6. OLD SALARY RATE | | | | | | 7. NEW SALARY RATE | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| GRADE | STEP | SALARY | LAST EFFECTIVE DATE MO. | DA. | YR. | GRADE | STEP | SALARY | EFFECTIVE DATE MO. | DA. | YR. |
| 11 | 1 | $6390. | 07 | 01 | 56 | 11 | 2 | $6605. | 12 | 29 | 57 |

**TO BE COMPLETED BY THE OFFICE OF COMPTROLLER**

9. CHECK ONE ☑ NO EXCESS LWOP ☐ EXCESS LWOP
IF EXCESS LEAVE LWOP, CHECK FOLLOWING:
☐ IN PAY STATUS AT END OF WAITING PERIOD
☐ IN LWOP STATUS AT END OF WAITING PERIOD

9. NUMBER OF HOURS LWOP

10. INITIALS OF CLERK

11. AUDITED BY

**TO BE COMPLETED BY THE OFFICE OF PERSONNEL**

| 12. PROJECTED SALARY RATE AND EFFECTIVE DATE | | | | | |
|---|---|---|---|---|---|
| GRADE | STEP | SALARY | MO | DA. | YR. |
| | | | | | |

13. REMARKS

14. AUTHENTICATION

BRANCH

**PERIODIC STEP INCREASE - AUTHENTICATION**

FORM NO. 560b
1 MAR. 56

SECRET

PERSONNEL FOLDER (4)

SECRET
(WHEN FILLED IN)

| 1. EMP. SERIAL NO. | 2. NAME | 3. ASSIGNED ORGAN. | 4. FUNDS | 5. ALLOTMENT |
|---|---|---|---|---|
| 159198 | KENT, WILLIAM M. | DDP/WH | V-20 | |

| 6. OLD SALARY RATE | | | | | | 7. NEW SALARY RATE | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| GRADE | STEP | SALARY | LAST EFFECTIVE DATE MO. | DA. | YR. | GRADE | STEP | SALARY | EFFECTIVE DATE MO. | DA. | YR. |
| 11 | 1 | $6390. | 07 | 01 | 56 | 11 | 2 | $ 6605. | 12 | 29 | 57 |

REMARKS

**CERTIFICATION**

I CERTIFY THAT THE SERVICE AND CONDUCT OF THE ABOVE NAMED EMPLOYEE ARE SATISFACTORY.

| TYPED OR PRINTED NAME OF SUPERVISOR | DATE | SIGNATURE OF SUPERVISOR |
|---|---|---|
| ROBERT N. DAHLGREN | 28 Feb 58 | Robert N Dahlgren Jr. |

**PERIODIC STEP INCREASE - CERTIFICATION**

SECRET

PERSONNEL FOLDER (4)

FORM NO. 560
1 MAR. 56

# FITNESS REPORT

## SECTION A — GENERAL INFORMATION

| 1. EMPLOYEE NUMBER | 2. NAME (Last, first, middle) | 3. DATE OF BIRTH | 4. SEX | 5. GRADE | 6. SD |
|---|---|---|---|---|---|
| 059198 | Kent, William M. | 9 May 29 | M | GS-15 | DYB |

| 7. OFFICIAL POSITION TITLE | 8. OFF/DIV/BR OF ASSIGNMENT | 9. CURRENT STATION | 10. CODE (ck one) |
|---|---|---|---|
| Operations Officer CH | DDO/OED/NOC Staff | Hqs | X HQS. DF |

11. TYPE OF APPOINTMENT: X CAREER | RESERVE | CONTRACT | OTHER (Spec.) | TEMPORARY

12. TYPE OF REPORT: X ANNUAL | REASSIGNMENT | SPECIAL

13. REPORTING PERIOD (from-to-): 1 June 77 - 3 Dec 77

14. DATE REPORT DUE IN O.P.: 02 January 1978

## SECTION B — QUALIFICATIONS UPDATE

IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT.

## SECTION C — PERFORMANCE EVALUATION

U—Unsatisfactory: Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section D.

M—Marginal: Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.

P—Proficient: Performance is satisfactory. Desired results are being produced in the manner expected.

S—Strong: Performance is characterized by exceptional proficiency.

O—Outstanding: Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

### SPECIFIC DUTIES

*List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).*

| Specific Duty | Rating Letter |
|---|---|
| SPECIFIC DUTY NO. 1: Deputy Chief of OED/NOC Staff | S |
| SPECIFIC DUTY NO. 2: As head of the Branch's Referral Section, develops and implements a centralized system for locating suitable new-hire NOC personnel to fill specific NOC needs by area divisions; also does the same for unassigned NOC personnel as coordinator between area divisions. | O |
| SPECIFIC DUTY NO. 3: Maintains effective working relationship with various Agency components including Office of Personnel, Office of Medical Services, Office of Security, etc., as well as serving as Branch senior officer in dealing with CCS concerning assignment and appropriate cover for personnel under nonofficial cover. | S |
| SPECIFIC DUTY NO. 4: In charge of our Branch data bank on availability of NOC personnel and applicants by nationality, language skills, professional skills and specialities, foreign area experience, etc. | O |
| SPECIFIC DUTY NO. 5 | |
| SPECIFIC DUTY NO. 6 | |

### OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.

RATING LETTER: S

FORM 9-73 45 OBSOLETE PREVIOUS EDITIONS

CLASSIFICATION: CONFIDENTIAL

E2, IMPDET CL BY 054854

Bill, many thanks, and good luck to you in your new career.

C O N F I D E N T I A L

indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

This report covers approximately five and one half months since I submitted the last report on Mr. Kent. Unfortunately, and I do mean unfortunately, it will be the last fitness report written on Mr. Kent because he has elected to retire on 30 June 1978.

Although his retirement was just around the corner, Mr. Kent did not slacken his pace. On the contrary, in the last four months the NOC Branch has been besieged with a myriad of statistical reports from DDO management. Had it not been for the legendary meticulousness of Mr. Kent, coupled with his excellent tribal memory, the NOC Branch would have been hard-pressed to come up as promptly and as efficiently with the figures and facts as was the case. Much of it Mr. Kent and his staff had to accomplish while he was acting for me while I was on a 4 week TDY. He definitely excelled at running the branch during these four weeks.

In closing I would like to say that CIA is losing one of its finest officers in Mr. Kent. This may not be the proper vehicle for making the following statement, but I would like to state nevertheless and without any equivocation whatsoever, that seldom in my career of 31 years did I receive the kind of support and loyal counsel I received from Mr. Kent during the past 13 months.

**SECTION D** — **CERTIFICATION AND COMMENTS**

**1. BY SUPERVISOR**

| MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION | IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION | |
|---|---|---|
| | Fitness Report Rating Profile<br>0 0 S 3 V 0 H 0 U 0 | |
| **DATE** | **OFFICIAL TITLE OF SUPERVISOR** | **TYPED OR PRINTED NAME AND SIGNATURE** |
| 12 June 1978 | Chief, OED/NOC | Gerard J. Hahn (signed) |

**2. BY EMPLOYEE**

| I HAVE ☐ OR HAVE NOT ☑ ATTACHED A STATEMENT CONCERNING THE SUPERVISOR'S EVALUATION OF MY PERFORMANCE. | DATE | SIGNATURE OF EMPLOYEE |
|---|---|---|
| | 21/6/78 | William M. Kent (signed)<br>William M. Kent |

**3. BY REVIEWING OFFICIAL**

COMMENTS OF REVIEWING OFFICIAL

There is little to add to the thoughtful and accurate comments of the rating officer. I share his sense of loss over the retirement of Mr. Kent. Mr. Kent performed in an exceptionally able manner throughout the period of time covered by this report. He was always quick and willing to respond and the results of his labors, without exception, were of a very high professional order. As indicated, he was of great assistance to the rating officer and to me as well, during this time. It is indeed unfortunate that the clandestine service is losing the experience and talent of Mr. Kent. However, he reached this decision on his own and, after careful consideration, opted for early retirement. Thus, I can only wish him well in his new endeavors and hope that everything works out for him as planned.

| DATE | OFFICIAL TITLE OF REVIEWING OFFICIAL | TYPED OR PRINTED NAME AND SIGNATURE |
|---|---|---|
| 19 June 1978 | Chief, OED | Walter L. O'Brien (signed) |

**4. BY EMPLOYEE**

| I CERTIFY I HAVE SEEN THE ENTRIES IN ALL SECTIONS OF THIS REPORT. I HAVE ☐ HAVE NOT ☑ ATTACHED A STATEMENT CONCERNING THE REVIEWING OFFICIAL'S EVALUATION OF MY PERFORMANCE | DATE | SIGNATURE OF EMPLOYEE |
|---|---|---|
| | 21/6/78 | William M. Kent (signed) |

CONFIDENTIAL

| FITNESS REPORT | NOTE: Supervisor or Reviewing Official may assign a higher classificatio[n] if CONFIDENTIAL is not adequate for the report when completed. |
|---|---|

## SECTION A. GENERAL INFORMATION

| 1. EMPLOYEE NUMBER | 2. NAME (last, first, middle) | 3. DATE OF BIRTH | 4. SEX | 5. GRADE | 6. SD |
|---|---|---|---|---|---|
| 059198 | Kent, William M. | 9 May 29 | M | GS-15 | DYB |

| 7. OFFICIAL POSITION TITLE | 8. OFF/DIV/BR OF ASSIGNMENT | 9. CURRENT STATION |
|---|---|---|
| Operations Officer, Ch | DDO/OED/NOC | Hqs. |

**10. TYPE OF APPOINTMENT**

| | | | | | |
|---|---|---|---|---|---|
| X | CAREER | | RESERVE | | TEMPORARY |
| | CONTRACT | | SPECIAL | | OTHER |

**11. TYPE OF REPORT**

| | | | | | |
|---|---|---|---|---|---|
| | INITIAL | | ANNUAL | | REASSIGNMENT Of Supervisor | SPECIAL |

| 12. REPORTING PERIOD (FROM-TO) | 13. DATE REPORT DUE IN O.P. |
|---|---|
| 4 Dec 77 - 19 May 78 | ASAP |

## SECTION B PERFORMANCE EVALUATION

U—Unsatisfactory — Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the actio[n] could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action take[n] or proposed in Section C.

M—Marginal — Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial action taken or recommended should be described.

P—Proficient — Performance is satisfactory. Desired results are being produced in the manner expected.

S—Strong — Performance is characterized by exceptional proficiency.

O—Outstanding — Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing simila[r] work as to warrant special recognition.

### SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

| Specific Duty | Rating Letter |
|---|---|
| SPECIFIC DUTY NO. 1 Deputy Chief of OED/NOC Staff | S |
| SPECIFIC DUTY NO. 2 As head of the Branch's Referral Section, develops and implements a centralized system for locating suitable new-hire NOC personnel to fill specific NOC needs by area divisions; also does the same for unassigned NOC personnel as coordinator between area divisions. | O |
| SPECIFIC DUTY NO. 3 Maintains effective working relationship with various Agency components including Office of Personnel, Office of Medical Services, Office of Security, etc., as well as serving as Branch senior officer in dealing with CCS concerning assignment and appropriate cover for personnel under nonofficial cover. | S |
| SPECIFIC DUTY NO. 4 In charge of our Branch data bank on availability of NOC personnel and applicants by nationality, language skills, professional skills and specialities, foreign area experience, etc. | O |
| SPECIFIC DUTY NO. 5 | |
| SPECIFIC DUTY NO. 6 | |

### OVERALL PERFORMANCE IN CURRENT POSITION

| | Rating Letter |
|---|---|
| Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance. | S |

FORM 9-75 45N USE PREVIOUS EDITIONS

CONFIDENTIAL

E-2, IMPDET CL. BY: 010026

# CONFIDENTIAL FUNDS PERSONNEL ACTION

| NAME | DATE |
|---|---|
| KENT, William M. | 13 July 1951 |

| NATURE OF ACTION | EFFECTIVE DATE |
|---|---|
| Appointment | 27 December 51 |

| | FROM | TO |
|---|---|---|
| TITLE | | Administrative Clerk, (Typing) GS-5 |
| GRADE AND SALARY | | GS-5, $3100.00 per annum |
| OFFICE | | OSO |
| DIVISION | | FDT |
| BRANCH | | NWC |
| OFFICIAL STATION | | Guayaquil, Ecuador |

APPROVAL

| QUALIFICATIONS | FOR ASSISTANT DIRECTOR | EXECUTIVE |
|---|---|---|
| W D Philippe | [signature] | |
| CLASSIFICATION | PERSONNEL OFFICER | |
| Thomas M. Fisher K-5-5-4 | R J Goodhart | |

POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS YES [XXX] NO [ ]

OATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON 2 January 52

SECURITY CLEARED ON 6 December 51

OVERSEAS AGREEMENT SIGNED 2 January 52

ENTERED ON DUTY 27 December 51

Robert J. Hayes
SIGNATURE OF AUTHENTICATING OFFICER

REMARKS:

Slot # 13. ~~C#0999~~ #1681 301

H. L. Gresham
Chief, FDT

COPY in PAYROLL FILES
CONFIDENTIAL FUNDS BRANCH

JW

FORM NO. 37-1
NOV 1949

SECRET

GPO 83-500339

William M. KENT

NATURE OF ACTION: Transfer

DATE: 10 January 1952

EFFECTIVE DATE: 3 February 1952

| | FROM | TO |
|---|---|---|
| TITLE | Admin. Clerk, GS-5 | Admin.Clerk, GS-5 |
| GRADE AND SALARY | ~~GS-5 $[illegible] per annum (old)~~<br>GS-5 $3410.00 per annum (new) | GS-5 $3410.00 per annum |
| OFFICE | OSO | - |
| DIVISION | FDT | WH |
| BRANCH | NWC | Branch I |
| OFFICIAL STATION | Guayaquil, Ecuador | Maracaibo, Venezuela 3530 |

APPROVAL

| QUALIFICATIONS | FOR ASSISTANT DIRECTOR | EXECUTIVE |
|---|---|---|
| | Grace L. Greaves | |
| CLASSIFICATION F554 | PERSONNEL OFFICER | |
| Thomas M. Fisher | D Mulcahey | |

POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS YES ☐ NO ☐

OATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON ____________

SECURITY CLEARED ON ____________

OVERSEAS AGREEMENT SIGNED ____________

ENTERED ON DUTY ____________

____________ (SIGNATURE OF AUTHENTICATING OFFICER)

REMARKS: 301

Slot No. 3

ACWH ____________ 10 January 1952

COPY IN PAYROLL ... CONFIDENTIAL FUNDS BRA...

J

FORM NO. NOV 1949 37-1

SECRET

GPO 16—63206-1

(2)

William M. KENT

**DATE** 30 April 1952

**NATURE OF ACTION** ~~[illegible]~~ Reassigment*

**EFFECTIVE DATE** 11 May 1952

| | FROM | TO |
|---|---|---|
| TITLE | Admin. Clerk, GS-5 | Intell. Asst, GS-5 |
| GRADE AND SALARY | GS-5, $3410.00 per annum | GS-5, $3410.00 per annum |
| OFFICE | [redacted] | |
| DIVISION | [redacted] WH | WH |
| BRANCH | Branch I | Branch I |
| OFFICIAL STATION | Maracaibo, Venezuela | Curacao, N.W.I. 3535 |

**APPROVAL**

| QUALIFICATIONS | FOR ASSISTANT DIRECTOR | EXECUTIVE |
|---|---|---|
| | Grace L. Greaves | |
| CLASSIFICATION F.600 | PERSONNEL OFFICER | |
| Thomas M. Fisher | [signature] | |

POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS YES ☐ NO ☐

OATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON ____

SECURITY CLEARED ON ____

OVERSEAS AGREEMENT SIGNED ____

ENTERED ON DUTY ____

____
(SIGNATURE OF AUTHENTICATING OFFICER)

**REMARKS:** Slot #3 - THIS REASSIGNMENT [redacted] FOR CONVENIENCE ONLY 303

Charles Ralph Newton
Chief, WH

POSTED
Jpw 13 May 52

FORM NO. 37-1
NOV 1949

SECRET

GPO 16—63206-1 (2)

| NAME | | DATE |
|---|---|---|
| [redacted] Kent, William M. | | 7 May 1952 |
| NATURE OF ACTION: Appointment - Staff Agent | | EFFECTIVE DATE: 10 June 1952 ~~Upon arrival at station~~ |

| | FROM | TO |
|---|---|---|
| TITLE | | Intell. ~~Officer~~ Asst GS-6 |
| GRADE AND SALARY | | GS-6, $3795.00 per annum |
| OFFICE | | |
| DIVISION | | WH |
| BRANCH | | III |
| OFFICIAL STATION | | Fort Amador, C.Z. (Project (#3531-001) [illegible]) |

**APPROVAL**

| QUALIFICATIONS | FOR ASSISTANT DIRECTOR | EXECUTIVE |
|---|---|---|
| | [signature] | |
| CLASSIFICATION: Inf F599 | PERSONNEL OFFICER: [signature] | |

POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS YES ☑ NO ☐

OATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON ____

SECURITY CLEARED ON ____

OVERSEAS AGREEMENT SIGNED ____

ENTERED ON DUTY ____

____
(SIGNATURE OF AUTHENTICATING OFFICER)

**REMARKS:**

Cover - military

301

C/WH ____ DATE ____

# CONFIDENTIAL FUNDS PERSONNEL ACTION

NAME [redacted]

*Kent, William M.*

DATE 7 May 1952

NATURE OF ACTION Appointment - Staff Agent

EFFECTIVE DATE *10 June 1952* ~~Upon arrival at station~~

| | FROM | TO |
|---|---|---|
| TITLE | | Intell. ~~Officer~~ *Asst IO* GS-6 |
| GRADE AND SALARY | | GS-6, $3795.00 per annum |
| OFFICE | | |
| DIVISION | | WH |
| BRANCH | | III |
| OFFICIAL STATION | | Fort Amador, C.Z.(Project (#3531-001) [redacted] |

## APPROVAL

| QUALIFICATIONS | FOR ASSISTANT DIRECTOR | EXECUTIVE |
|---|---|---|
| | *[signature]* | |
| CLASSIFICATION *F 599* | PERSONNEL OFFICER | |
| *Inf* | *[signature]* | |

POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS YES ☒ NO ☐

OATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON ____________________

SECURITY CLEARED ON ____________________

OVERSEAS AGREEMENT SIGNED ____________________

ENTERED ON DUTY ____________________

____________________
(SIGNATURE OF AUTHENTICATING OFFICER)

**REMARKS:**

Cover - military *301*

____________________ ____________________
C/WH DATE

FORM NO. NOV 1949 37-1 SECRET GPO 16-63206-1 (2)

UNVOUCHERED

# REQUEST FOR PERSONNEL ACTION

REQUESTING OFFICE: Fill in items 1 through 12 and A through D except *6B and 7* unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.

| 1. NAME (Mr., [redacted] | 2. DATE OF BIRTH | 3. REQUEST NO. | 4. DATE OF REQUEST |
|---|---|---|---|
| | 9 May 1929 | - | 4 Nov.52 |

5. NATURE OF ACTION REQUESTED:
A. PERSONNEL (*Specify whether appointment, promotion, separation, etc.*)

Staff Agent Appointment (Correction)*

B. POSITION (*Specify whether establish, change grade or title, etc.*)

6. EFFECTIVE DATE
A. PROPOSED: 10 June 1952
B. APPROVED: 10 June 1952

7. C.S. OR OTHER LEGAL AUTHORITY

| FROM— | | TO— |
|---|---|---|
| | 8. POSITION TITLE AND NUMBER | Intelligence ~~[illegible]~~, GS-6 #3795.00 |
| | 9. SERVICE, GRADE, AND SALARY | GS-6, ~~$3975.00~~ p.a. |
| | 10. ORGANIZATIONAL DESIGNATIONS | WH<br>III |
| | 11. HEADQUARTERS | Panama City, Panama (#3531-001) |
| ☐ FIELD ☐ DEPARTMENTAL | 12. FIELD OR DEPARTMENTAL | ☒ FIELD ☐ DEPARTMENTAL |

A. REMARKS (*Use reverse if necessary*)

Project - HYPO[illegible]
Cover - Military
*To show correct station. This action corrects all superseding actions to show correct station.

B. REQUESTED BY (*Name and title*)

C. FOR ADDITIONAL INFORMATION CALL (*Name and telephone extension*) ~~[illegible]~~

D. REQUEST APPROVED BY
Signature: Davis B. Powell
Title: FI/PO.

13. VETERAN PREFERENCE

| NONE | WWII | OTHER | 5-PT. | 10-POINT DISAB. | 10-POINT OTHER |
|---|---|---|---|---|---|
| | | | | | |

14. POSITION CLASSIFICATION ACTION

| NEW | VICE | I. A. | REAL. |
|---|---|---|---|
| | | | |

15. SEX | 16. RACE | 17. APPROPRIATION FROM: TO: #3531-001

18. SUBJECT TO C. S. RETIREMENT ACT (YES—NO)

19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)

20. LEGAL RESIDENCE ☐ CLAIMED ☐ PROVED STATE:

21. STANDARD FORM 50 REMARKS

| 22. CLEARANCES | INITIAL OR SIGNATURE | DATE |
|---|---|---|
| A. | | |
| B. CEIL. OR POS. CONTROL | | |
| C. CLASSIFICATION | [illegible] | |
| D. PLACEMENT OR EMPL. | | |
| E. | | |

REMARKS:

F. APPROVED BY [illegible signature] 11/4/52

SECRET
SECURITY INFORMATION

16—67320-2

CONFIDENTIAL

28 JUN 1978

MEMORANDUM FOR: Director of Personnel

FROM : Kenneth Corbat
Chief, Retirement Affairs Division

SUBJECT : Recommendation for Involuntary Retirement - **Mr. William M. Kent**

1. This memorandum submits a recommendation for your approval in paragraph 3.

2. The employee named above has been proposed by the Career Service concerned for involuntary retirement under the provisions of Headquarters Regulation 20-50j. This employee has been declared excess to the manpower requirements of his Directorate.

Grade: **GS-15** Position: **Operations Officer**

| | | |
|---|---|---|
| Career Service | : | **Operations** |
| Office/Division | : | **Office of External Development** |
| Date Proposed for Retirement | : | **30 June 1978** |
| Age at that Date | : | **49** |
| Years of Creditable Service | : | **27** |
| Years of Agency Service | : | **26** |
| Years of Qualifying Service | : | **5** |

3. The Career Service and the CIA Retirement Board recommended that this proposal be approved.

/s/ Kenneth Corbat

____________________

The recommendation contained in paragraph 3 is approved:

(Signed) F. W. M. [illegible]

Director of Personnel

[illegible]

Date

Distribution:
0 - Return to ROB
1 - Applicant
1 - OPF
1 - ROB Soft File
1 - ROB Reader

CONFIDENTIAL

E2 IMPDET CL BY 009676

OP/RAD/ROB/S[illegible]awson:cs/3777 (26 June 19 )

3589A (3-77)

23 AUG 1978

Dear Mr. Kent:

As you bring to a close your active career of service with the Central Intelligence Agency, I want to express appreciation for the many contributions you made to our Government and to the Agency.

Your service both domestically and in Latin America was characterized by a high degree of professionalism. The consistently fine performance which you exhibited during your career of over 26 years set an example for your associates.

I note that you received a number of Letters of Commendation and that twice you were awarded a Quality Step Increase in recognition of your sustained superior performance. Your record of accomplishment should be a lasting source of pride and satisfaction to you.

I want to join your many friends and colleagues in wishing you every success and enjoyment in the years ahead.

Yours sincerely,

STANSFIELD TURNER

Mr. William M. Kent
836 Van Buren Street
Herndon, Virginia 22070

Distribution:
0-Addressee
1-OPF

Originator: [signature]
Director of Personnel

OP/RAD/ROB/SELawson:mn(14 August 1978)

23 AUG 1978

SECRET
(When Filled In)

19 JUN 1978

OEF

# REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 19 June 1978

1. SERIAL NUMBER: 059198

2. NAME (Last-First-Middle): Kent, William

3. NATURE OF PERSONNEL ACTION: Retirement (Involuntary) CIARDS and Cancellation of NSCA

4. EFFECTIVE DATE REQUESTED: MONTH 06 DAY 30 YEAR 78

5. CATEGORY OF EMPLOYMENT: REGULAR

6. FUNDS: V TO V | V TO CF | CF TO V | CF TO CF

7. FAN AND NSCA: 8020-0008 0000

8. LEGAL AUTHORITY (Completed by Office of Personnel): Public Law 88-643 Section 235(a)

9. ORGANIZATIONAL DESIGNATIONS:
DDO/Office of Deputy Director for Operations
Asst Dep Dir-Operations/Development
Non-Official Cover Staff
Referral Branch

10. LOCATION OF OFFICIAL STATION: Wash., D.C.

11. POSITION TITLE: Op[redacted]s Officer, Ch (15)

12. POSITION NUMBER: FS63

13. CAREER SERVICE DESIGNATION: DYB

14. CLASSIFICATION SCHEDULE (GS, LB, etc.): GS

15. OCCUPATIONAL SERIES: 0136.01

16. GRADE AND STEP: 15 5

17. SALARY OR RATE: $ 40,995

18. REMARKS

L.W.D. 30 June 78

CONCUR: [signature] CMS/MSB 6/21/78 Date

George Mo[...] CMS/MSB

Co-ordinated w/Ellen Ranochak/ROB 6/27/78

cc - Payroll

18A. SIGNATURE OF REQUESTING OFFICIAL: Henry E. Walton, C/PCS/CSS/Pers

DATE SIGNED: 20 June 78

18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER: Robert E. O'Brien DDO/CMS/PEB/SR

DATE SIGNED: 06/23/78

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL CM-15

| 19. ACTION CODE | 20. EMPLOY CODE | 21. OFFICE CODING (NUMERIC / ALPHABETIC) | 22. STATION CODE | 23. INTEGREE CODE | 24. HOQTRS. CODE | 25. DATE OF BIRTH (MO. DA. YR.) | 26. DATE OF GRADE (MO. DA. YR.) | 27. DATE OF LEI (MO. DA. YR.) |
|---|---|---|---|---|---|---|---|---|
| 45 | 10 | | | | X | 05 09 29 | | |

| 28. NTE EXPIRES (MO. DA. YR.) | 29. SPECIAL REFERENCE | 30. RETIREMENT DATA (1—CSC, 2—ORGN, 3—FICA, 5—NONE) CODE | 31. SEPARATION DATA CODE | 32. CORRECTION CANCELLATION DATA (TYPE, MO, DA, YR) | EOD DATA | 33. SECURITY REQ. NO. | 34. SEX |
|---|---|---|---|---|---|---|---|
| | | | 0,6,4,0,0,0,0 | | | | |

| 35. VET. PREFERENCE (CODE: 0—NONE, 1—5 PT, 2—10 PT) | 36. SERV. COMP. DATE (MO. DA. YR.) | 37. LONG COMP. DATE (MO. DA. YR.) | 38. CAREER CATEGORY (CAR/RESV, PROV/TEMP) CODE | 39. FEGLI/HEALTH INSURANCE (CODE: 0—WAIVER, 1—REG, 2—REG/OPT, 3—INELIGIBLE; HEALTH INS. CODE) | 40. SOCIAL SECURITY NO. |
|---|---|---|---|---|---|
| | | | | | |

| 41. PREVIOUS CIVILIAN GOVERNMENT SERVICE (CODE: 0—NO PREVIOUS SERVICE, 1—NO BREAK IN SERVICE, 2—BREAK IN SERVICE (LESS THAN 3 YEARS), 3—BREAK IN SERVICE (MORE THAN 3 YEARS)) | 42. LEAVE CAT CODE | 43. FEDERAL TAX DATA (FORM EXECUTED 1—YES 2—NO; CODE; NO. TAX EXEMPTIONS) | 44. STATE TAX DATA (FORM EXECUTED 1—YES 2—NO; CODE; NO. TAX EXEMP.; STATE CODE) |
|---|---|---|---|
| | | | |

45. POSITION CONTROL CERTIFICATION: 28 JUN 1978 — 6-27-78 PRD

46. O.P. APPROVAL: William H. Hugh[...]

DATE APPROVED: 6/28/78

FORM 8-72 1152 USE PREVIOUS EDITION

SECRET

E-2, IMPDET CL. BY: 007622

MEMORANDUM FOR THE RECORD

SUBJECT: Retirement - Kent, William M. effective 30 June 1978

1. The retirement of Subject, effected as a result of a memorandum from the Head of his Career Service stating that he is surplus to the needs of the Service and that his retirement will be recommended under the provisions of the CIA Retirement and Disability System pertaining to involuntary retirement, in no way implies an adverse action. Subject voluntarily opted for involuntary retirement under CIARDS to qualify for an immediate retirement annuity.

2. Any inquiry received concerning the nature of the separation of Subject from the Agency should be confirmed simply as a retirement.

Kenneth Corbat

Kenneth Corbat
Chief
Retirement Affairs Division

STANDARD FORM 66
January 1972
PRESCRIBED BY U.S. CIVIL SERVICE COMMISSION
Federal Personnel Manual Ch. 293
66-104

SECRET

# Official Personnel Folder

SECRET

[redacted]

Last Name First Middle Init.
KENT WILLIAM
SSN: 058-22-8412
TERMINATED
DOB: 05/09/29

C. Money

**SECRET**
*(When Filled In)*

ØCF

# REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 18 May 76

1. SERIAL NUMBER: 059198
2. NAME (Last–First–Middle): Kent William
3. NATURE OF PERSONNEL ACTION: Promotion ~~and~~ Change of Functional Category
4. EFFECTIVE DATE REQUESTED: MONTH 05 DAY 23 YEAR 76
5. CATEGORY OF EMPLOYMENT: Regular
6. FUNDS: XX V TO V | V TO CF | CF TO V | CF TO CF
7. FAN AND NSCA: 6221-0117 0002
8. LEGAL AUTHORITY (Completed by Office of Personnel):
9. ORGANIZATIONAL DESIGNATIONS: DDO/PS, Career Mangement Group, Non Offical Cover Branch
10. LOCATION OF OFFICIAL STATION: Wash., D.C.
11. POSITION TITLE: OPS [redacted] Officer D CH (15)
12. POSITION NUMBER: FS 63
13. CAREER SERVICE DESIGNATION: DQB
14. CLASSIFICATION SCHEDULE (GS, LB, etc.): GS
15. OCCUPATIONAL SERIES: 0136.01
16. GRADE AND STEP: 15 4
17. SALARY OR RATE: $ 34, 441

18. REMARKS

DQS to DQB

Hank Berthold by phone
LA Personnel

18A. SIGNATURE OF REQUESTING OFFICIAL: JL Olmstead, C/CMG/MSB — DATE SIGNED: 18 May 76

18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER: Paul B. Breitweiser, C/CM 14 — DATE SIGNED: 5/18/76

**SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL**

| 19. ACTION CODE | 20. EMPLOY. CODE | 21. OFFICE CODING (NUMERIC / ALPHABETIC) | 22. STATION CODE | 23. INTEGREE CODE | 24. VOOTRS CODE | 25. DATE OF BIRTH (MO. DA. YR.) | 26. DATE OF GRADE (MO. DA. YR.) | 27. DATE OF LEI (MO. DA. YR.) |
|---|---|---|---|---|---|---|---|---|
| 22 | 10 | 37325 PS | 75613 | | 1 | 05 09 29 | 05 23 76 | 05 23 76 |

28. NTE EXPIRES (MO. DA. YR.) | 29. SPECIAL REFERENCE | 30. RETIREMENT DATA (1—CSC, 2—ORGN, 3—FICA, 4—NONE) CODE | 31. SEPARATION DATA CODE | 32. CORRECTION/CANCELLATION DATA (TYPE, MO. DA. YR.) | EOD DATA | 33. SECURITY REQ. NO | 34. SEX

35. VET. PREFERENCE CODE (0—NONE, 1—5 PT., 2—10 PT.) | 36. SERV. COMP. DATE (MO. DA. YR.) | 37. LONG COMP. DATE (MO. DA. YR.) | 38. CAREER CATEGORY (CAR./RESV, PROV./TEMP) CODE | 39. FEGLI HEALTH INSURANCE CODE (0—WAIVED, 1—REG, 2—REG/OPT, 3—INELIGIBLE), HEALTH INS. CODE | 40. SOCIAL SECURITY NO

41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE (0—NO PREVIOUS SERVICE, 1—NO BREAK IN SERVICE, 2—BREAK IN SERVICE (LESS THAN 3 YEARS), 3—BREAK IN SERVICE (MORE THAN 3 YEARS)) | 42. LEAVE CAT. CODE | 43. FEDERAL TAX DATA (FORM EXECUTED 1—YES 2—NO, CODE, NO. TAX EXEMPTIONS) | 44. STATE TAX DATA (FORM EXECUTED 1—YES 2—NO, CODE, NO TAX EXEMP, STATE CODE)

45. POSITION CONTROL CERTIFICATION: 05-19-76 RJM — 21 MAY 1976

46. O.P. APPROVAL: [signature] — DATE APPROVED: 05/21/76

FORM 8-72 1152 USE PREVIOUS EDITION

**SECRET**

E-2, IMPDET CL. BY: 007622 (4)

Mr. Kent has also served as the field representative for a Latin America Division funding and cover mechanism. Mr. Kent's past service in a nonofficial cover status has well qualified him for his present Headquarters assignment at a time when nonofficial cover is taking on even greater significance in Agency operational planning.

c. Personal characteristics and qualifications. In fulfilling his various responsibilities, Mr. Kent has demonstrated that he is imaginative, perceptive, energetic, and a person of sound, independent judgment. He is extremely versatile and has a first-rate mind. Invariably, when a crisis situation arose and talent had to be mobilized within the Division, Mr. Kent was one of the first officers whose name came to mind. He writes quickly and with a polished style. During the past year, he was called upon on two occasions to draft papers concerning Agency involvement in Chile which were used by the Director and the Deputy Director for Operations in their presentations before the Senate Select Committee. Mr. Kent speaks and writes fluent Spanish in addition to speaking very good Italian and some French.

2. Mr. Kent meets all of the general and specific criteria for promotion within his category. He has a total of 24 years of Agency service, of which 23 years have been involved with operations. He has served overseas tours in Panama City and Caracas in addition to his domestic assignments in New Orleans, Miami, and Washington, D.C. He has successfully developed and managed new programs in the Covert Action and the Nonofficial Cover fields in which he is presently engaged. Mr. Kent is a man of enormous energy who is eager to take on challenging assignments. He has yet to reach his peak within the Agency. Mr. Kent has demonstrated that he is an effective supervisor, having served as Desk Chief, Acting Branch Chief, and Section Chief.

3. Mr. Kent is entering into competition for promotion carrying the strong recommendation of this Division as well as that of CMG/NOC. His rotational tour with the Nonofficial Cover Branch will end in July 1977. Because of family medical reasons, Mr. Kent is presently subject to a medical hold. Upon completion of his tour with CMG/NOC, he will return to the Latin America Division with a projected assignment in a senior staff position.

R.S. Sampson

Richard S. Sampson
Chief
Latin America Division

SECRET

4 MAR 1976

MEMORANDUM FOR: Chairman, GS-14 Evaluation Board

SUBJECT : Recommendation for Promotion to Grade GS-15, William M. Kent

1. This memorandum recommends the promotion of Mr. William M. Kent from GS-14 to GS-15. Mr. Kent is a 46-year old Operations Specialist who has been in grade since December 1968.

a. Performance in current grade. During the seven years that Mr. Kent has been in grade, he has served as a case officer assigned to the Washington Base of the Foreign Resources Division and, in the Latin America Division, as Chief of the Peruvian Desk, Chief of Covert Action activities for the Chile Branch, and Deputy Special Assistant in the Economic Intelligence Collection and Operations Staff. Since August 1974, Mr. Kent has been serving on a rotational tour with the Nonofficial Cover Branch of the Career Management Group (CMG/NOC). Mr. Kent has occupied a series of increasingly important positions since his assignment to Headquarters in 1970. During his tenure in the Chile Branch he was personally responsible for developing two important programs -- one in the political action field and the other in the propaganda field -- which were designed to influence foreign attitudes towards the Allende regime in Chile. These programs were highly successful. He received overall Outstanding ratings in his Fitness Reports for the period 1972-73 and for his work with CMG/NOC in 1975. Mr. Kent received a Quality Step Increase in 1974.

b. Potential. Throughout his Agency career Mr. Kent has demonstrated that he can assume broader and increased responsibilities and perform effectively in challenging situations. His special strengths lie in the Covert Action and Nonofficial Cover fields. He has distinguished himself in his ability to apply imaginative solutions to operational problems involving Covert Action. In particular, he is noted for his work in exploiting the discovery of the Cuban arms cache in Venezuela in 1963, and to support U.S. actions during the January 1964 riots in Panama and the April 1964 revolt in the Dominican Republic.

E2, IMPDET
CL BY 018952

SECRET

6. Kent has been in his present grade for the past seven years. He has clearly earned, and I strongly recommend that he be considered for, promotion to GS-15.

Harris Greene
Harris Greene
Chief
Nonofficial Cover Branch

CONCUR:

Chief, Career Management Group

12/31/75
Date

3. The above has been accomplished in addition to Kent's initially assigned responsibilities for close support of the NOC programs of two very active divisions, Latin America and Africa. This task calls for experienced and tactful direct cooperation with the NOC referents and senior operations officers in the divisions concerned. Ordinarily, such area division NOC responsibility would be a full-time job for an officer of this Branch. Kent handles this assignment, as well as his development of the referrals program, with dispatch and poise.

4. Kent's recent fitness reports will indicate his outstanding qualities. They include an enormous and enthusiastic capacity for work, a fine and precise writing ability, a genuinely rare imagination and a willingness to move far beyond the daily work requirements to get his job done, or to increase the value of his assigned task. This officer is constantly on the move to devise new and effective means of enhancing the nonofficial cover program. He has proven a patient and sympathetic guidance counsellor for numbers of officers either in the NOC program or those interested in it. It is to his credit primarily that we have created the referrals system which not only coordinates the reassignment of NOC personnel across division lines to appropriate new areas and opportunities, but also serves as a central clearing house for personalities who indicate interest in working for CIA in an non-staff capacity.

5. Kent's primary area of operational experience has been Latin America, including years of NOC officer status. A look at his file reveals over a half dozen commendations for unusual service and initiative. Linguistically he speaks native Spanish, very good Italian and some French. He has a supervisory ability far above the average, and has a highly developed diplomatic skill in his pursuit of new operational and staff goals which has stood him well on countless occasions. He is a harmonious and cooperative work colleague. Clearly he is a most unusual operations officer who has mastered staff skills and abilities to the point where he is capable of taking on a wide spectrum of future field or Headquarters assignments.

23 December 1975

MEMORANDUM FOR: Chief, Career Management Group

VIA : Chief, Latin America Division

SUBJECT : Mr. William M. Kent, Recommendation for Promotion

1. Mr. Kent has been on a rotational assignment to the Nonofficial Cover Branch from Latin America Division since August 1974. From the outset, he has displayed a most impressive ability to switch gears from his natural operational initiatives and to focus that initiative into his staff officer role. His rapid absorption of management and personnel principles and problems, with especial emphasis on the non-official cover program of the Directorate, has been remarkable even in an officer with his experience.

2. Specifically, Kent's innovative and imaginative drive has, in a relatively short period of time, enabled the Branch to create a NOC referrals section headed by him, in which he has become a principal DDO coordinator for hundreds of leads involving job applicants which are derived from letters written to the Agency, from our field recruiters, from the CT program, our management skills bank, and other sources. He has created, in his development of this referrals system, a language and job skills record of available applicants who do not fit any specific Agency criterion such as the Career Trainee program. Under his guidance, referrals files are prepared on specific applicants and are forwarded to all DDO components which he knows would be interested in the specific candidate. He handles all replies and indications of interest, and arranges that candidates of interest are cleared, contacted, interviewed, and assessed. Often he handles the contacting, interviewing and assessment himself. In its first full year of operation, his referrals system has assisted in placing impressive candidates in a variety of DDO field assignments.

2 007327

SECRET
*(When Filled In)*

# REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 24 AUGUST 1977

| 1. SERIAL NUMBER | 2. NAME (Last-First-Middle) |
|---|---|
| 059198 | KENT, WILLIAM |

| 3. NATURE OF PERSONNEL ACTION | 4. EFFECTIVE DATE REQUESTED (MONTH / DAY / YEAR) | 5. CATEGORY OF EMPLOYMENT |
|---|---|---|
| REASSIGNMENT | 08 / 28 / 77 | REGULAR |

| 6. FUNDS | | V TO V | | V TO CF | 7. FAN AND NSCA | 8. LEGAL AUTHORITY (Completed by Office of Personnel) |
|---|---|---|---|---|---|---|
| | | CF TO V | | CF TO CF | 7020 0008 0002 | |

9. ORGANIZATIONAL DESIGNATIONS
DDO/OFFICE OF DEPUTY DIRECTOR FOR
 OPERATIONS
ASST DEP DIR-OPERATIONS/DEVELOPMENT
NON OFFICIAL COVER STAFF
REFERRAL BRANCH

10. LOCATION OF OFFICIAL STATION: WASH., D.C.

| 11. POSITION TITLE | 12. POSITION NUMBER | 13. CAREER SERVICE DESIGNATION |
|---|---|---|
| ~~OPERATIONS~~ OPS OFFICER, CH (15) | FS63 | DYB |

| 14. CLASSIFICATION SCHEDULE (GS, LB, etc.) | 15. OCCUPATIONAL SERIES | 16. GRADE AND STEP | 17. SALARY OR RATE |
|---|---|---|---|
| GS | 0136.01 | 15 4 | $ 37,167 |

18. REMARKS
FROM CMS

CONCUR: Karen Wykle 08-25-77
CMS/MSB Date

| 18A. SIGNATURE OF REQUESTING OFFICIAL | DATE SIGNED | 18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER | DATE SIGNED |
|---|---|---|---|
| Theadora H. Brummitt (signature)<br>Theadora H. Brummitt<br>AC/PCS/CSS/Pers | 24 Aug 77 | (signature) CM/PF<br>DDO/CM-15 | 8/29/77 |

**SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL**

| 19. ACTION CODE | 20. EMPLOY CODE | 21. OFFICE CODING NUMERIC | ALPHABETIC | 22. STATION CODE | 23. INTEGREE CODE | 24. VOOTRS CODE | 25. DATE OF BIRTH MO. DA. YR. | 26. DATE OF GRADE MO. DA. YR. | 27. DATE OF LEI MO. DA. YR. |
|---|---|---|---|---|---|---|---|---|---|
| 37 | 10 | 30125 | ADDO | 75013 | | 1 | 05 09 29 | | |

28. STE EXPIRES (MO. DA. YR.) · 29. SPECIAL REFERENCE · 30. RETIREMENT DATA (1—CSC, 2—OHGR, 3—FICA, 4—NONE) CODE · 31. SEPARATION DATA CODE · 32. CORRECTION/CANCELLATION DATA (TYPE, MO, DA, YR) · EOD DATA · 33. SECURITY REQ. NO. · 34. SEX

35. VET. PREFERENCE (CODE; 0—NONE, 1—5 PT., 2—10 PT.) · 36. SERV. COMP. DATE (MO. DA. YR.) · 37. LONG COMP. DATE (MO. DA. YR.) · 38. CAREER CATEGORY (CAR/RESV, PROV/TEMP, CODE) · 39. FEGLI, HEALTH INSURANCE (CODE; 0—WAIVER, 1—REG, 2—REG/OPT, 3—INELIGIBLE; HEALTH INS. CODE) · 40. SOCIAL SECURITY NO.

41. PREVIOUS CIVILIAN GOVERNMENT SERVICE (CODE; 0—NO PREVIOUS SERVICE, 1—NO BREAK IN SERVICE, 2—BREAK IN SERVICE (LESS THAN 3 YEARS), 3—BREAK IN SERVICE (MORE THAN 3 YEARS)) · 42. LEAVE CAT. CODE · 43. FEDERAL TAX DATA (FORM EXECUTED 1—YES 2—NO; CODE; NO. TAX EXEMPTIONS) · 44. STATE TAX DATA (FORM EXECUTED 1—YES 2—NO; CODE; NO. TAX EXEMP.; STATE CODE)

| 45. POSITION CONTROL CERTIFICATION | 46. O.P. APPROVAL | DATE APPROVED |
|---|---|---|
| From: CMS<br>30 Aug 1977<br>D. Braun 8-29-77 | (signature) | 30 Aug 77 |

FORM 8-72 1152 USE PREVIOUS EDITION

SECRET

E-2, IMPDET CL. BY: 007622

PERSONNEL AND TRAINING: Responsible for the screening of personnel for assignment to desk, branch or staff; organized special Headquarters operational programs requiring the selection of personnel, the formulation and execution of training seminars, and direction of field administration; managed personnel matters and devised and instituted new systems and programs for spotting, selecting, recruiting, training and assigning personnel; provided career development guidance and counseling to Agency personnel. On occasion, was called on to lecture to training classes. During off-duty hours, gave classes in Spanish and Italian.

RESEARCH AND ANALYSIS: In all phases of career, have conducted intelligence, political and economic research and analysis in support of operational activities.

EDUCATION: USAFI, Latin American Institute (New York), Mexico City College (Mexico). Emphasis on international affairs, international trade, journalism, public relations and advertising, languages. Numerous CIA-sponsored courses and seminars on varying aspects of management (MBO, EEO, etc.), economics, security, and other topics related to the intelligence craft.

TRAVEL AND FOREIGN LANGUAGES: Periods of residence and travel in Europe (as a child), Japan, and Latin America. Extensive travel in the United States. Fluent in Spanish and Italian, slight capability in German and French.

PERSONAL:

Community Service:

---Active in Little League, Cub Scouts, Boy Scouts
---Officer and President of PTA
---Fourteen years in Rotary International, variously as member of the Board of Directors, Committee Chairman, Vice President and President
---Founder, later President, Vice-president of town-wide citizens association
---Served on number of civic and mayoral committees

Interests:

[illegible]
gardening, etc.

Other:

Age: 48     Married, 3 children (ages 22, 23, 24)

# RESUME

William M. Kent
556 Van Buren Street
Herndon, Virginia 22070

<u>SUMMARY OF BACKGROUND</u>: U.S. Army (1946-1948). Department store manager-trainee, El Salvador, Central America (1950-1951). Twenty-six years as an intelligence officer with the Central Intelligence Agency, covering progressively higher-level assignments in Latin America, Washington, D.C. and other domestic locations. Varied experience in both operational and staff assignments in areas of management, personnel recruitment and training, intelligence collection, liaison, propaganda and political action, field investigations.

<u>OPERATIONS</u>: Selected, assessed, recruited and trained operational assets in the field for intelligence collection purposes. Initiated and developed productive liaison and social connections with foreign political, military and business personalities, in almost all cases using foreign languages. Sent on special assignments to conduct on-the-spot field investigations, collected material evidence and corroborated suspicions. Organized, instituted and supervised individual, regional and world-wide propaganda and political action programs in response to high level directives and in consonance with U.S. policy objectives. Much of this work required a thorough knowledge and understanding of the psychology, culture, aspirations and motivation of foreign individuals and peoples in order to influence them, through verbal as well as written means, from one point of view or ideological preference, to another. Essential to the work were imagination, innovation and drive, as well as a complete understanding of a given subject, a knowledge of journalism and other media, and well-developed writing and verbal skills. Assignments required a willingness and ability to assume effectively and convincingly, a variety of roles; have served as a graduate student, an author, an American diplomat serving in an Embassy abroad, as the head of a voluntary organization, as a businessman, etc.

<u>MANAGEMENT</u>: In Washington headquarters and in the field, served in numerous middle level and senior management positions; have had responsibility for a 26-person operational branch; as a desk chief for overseas stations; as the responsible officer for major political action and propaganda operations; as recruiter and manager of human sources of intelligence; as liaison officer to high level exile and indigenous personalities; as a staff section chief, staff deputy chief, and staff acting chief; and as the deputy of a special assistant to a very senior Agency officer. Responsible for evaluating the work of subordinate personnel and for support and assistance to promotion panels. Planned, disbursed and accounted for operational budgets of up to several millions of dollars.

NO SECURITY OBJECTIONS

# RESUME

William M. Kent
836 Van Buren Street
Herndon, Virginia
Telephone: Home - (703) 437-3162
Office - (703) 351-4104

**SUMMARY OF BACKGROUND:** U.S. Army (1946-1948). Department store manager-trainee, El Salvador (1950-1951). Twenty-six years (1952-1978) of experience as an officer with the Central Intelligence Agency, covering a variety of operational and staff assignments, domestic and foreign, ranging from intelligence collection, to propaganda and political action, to administration, personnel recruitment and training, and career management. Hold active Top Secret clearance.

**EDUCATION:** USAFI, Latin American Institute (New York), Mexico City College (Mexico). Emphasis on international affairs, international trade, journalism, public relations and advertising, languages. Numerous CIA-sponsored courses and seminars on varying aspects of management, security, economics, EEO, and other topics related to the intelligence craft.

**TRAVEL AND FOREIGN LANGUAGES:** Periods of residence in Europe, Panama, Venezuela, El Salvador. Travel to Cuba, Chile, Peru, Guatemala, Nicaragua, Mexico. Extensive travel in the United State Fluent in Spanish and Italian, slight capability in German and Fren

**PERSONAL:**

**Community Service:**

- ---Active in Little League, Cub Scouts, Boy Scouts
- ---Officer and President of PTA
- ---Fourteen years in Rotary International, variously as member of the Board of Directors, Committee Chairman, Vice President and President
- ---Founder, later President, Vice-president of town-wide citizens association
- ---Served on number of civic and mayoral committees

**Interests:**

International affairs, writing, fishing and outdoors, gardening, etc.

**Other:**

Age: 48 Married, 3 children (ages 22, 23, 24)

NO SECURITY OBJECTIONS
6 April 1978

C. Money

SECRET
(When Filled In)

ØCF

# REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 18 May 76

1. SERIAL NUMBER: 059198
2. NAME (Last-First-Middle): Kent William

3. NATURE OF PERSONNEL ACTION: Promotion ~~and~~ Change of Functional Category

4. EFFECTIVE DATE REQUESTED: MONTH 05 DAY 23 YEAR 76

5. CATEGORY OF EMPLOYMENT: Regular

6. FUNDS

| | V TO V | | V TO CF |
|---|---|---|---|
| XX | | | |
| | CF TO V | | CF TO CF |

7. FAN AND NSCA: 6221-0117 0002

8. LEGAL AUTHORITY (Completed by Office of Personnel)

9. ORGANIZATIONAL DESIGNATIONS:
DDO/PS
Career Mangement Group
Non Offical Cover Branch

10. LOCATION OF OFFICIAL STATION: Wash., D.C.

11. POSITION TITLE: OPS [redacted] Officer D CH (15)

12. POSITION NUMBER: FS 63

13. CAREER SERVICE DESIGNATION: DQB

14. CLASSIFICATION SCHEDULE (GS, LB, etc.): GS

15. OCCUPATIONAL SERIES: 0136.01

16. GRADE AND STEP: 15 4

17. SALARY OR RATE: $ 34, 441

18. REMARKS:
DQ5 to DQB

Hank Berthold by phone
LA Personnel
JH

18A. SIGNATURE OF REQUESTING OFFICIAL: JL Olmstead, C/CMG/MSB
DATE SIGNED: 18 May 76

18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER: Jean K. Sexto / Paul B. Breitweiser, C/CM 14
DATE SIGNED: 5/18/76

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE: 22
20. EMPLOY. CODE: 10
21. OFFICE CODING: NUMERIC 37325 ALPHABETIC PS
22. STATION CODE: 75013
23. INTEGREE CODE
24. HOOTRS CODE: 1
25. DATE OF BIRTH: MO. 05 DA. 09 YR. 29
26. DATE OF GRADE: MO. 05 DA. 23 YR. 76
27. DATE OF LEI: MO. 05 DA. 23 YR. 76

28. NTE EXPIRES: MO. DA. YR.
29. SPECIAL REFERENCE
30. RETIREMENT DATA: 1—CSC 2—OTGH 3—FICA 4—NONE; CODE
31. SEPARATION DATA CODE
32. CORRECTION CANCELLATION DATA: TYPE; MO. DA. YR.
EOD DATA
33. SECURITY REQ. NO.
34. SEX

35. VET. PREFERENCE: CODE; 0—NONE 1—5 PT. 2—10 PT.
36. SERV. COMP. DATE: MO. DA. YR.
37. LONG COMP. DATE: MO. DA. YR.
38. CAREER CATEGORY: CAR./RESV PROV./TEMP; CODE
39. FEGLI HEALTH INSURANCE: CODE; 0—WAIVED 1—REG 2—REG/OPT 3—INELIGIBLE; HEALTH INS. CODE
40. SOCIAL SECURITY NO.

41. PREVIOUS CIVILIAN GOVERNMENT SERVICE: CODE; 0—NO PREVIOUS SERVICE 1—NO BREAK IN SERVICE 2—BREAK IN SERVICE (LESS THAN 3 YEARS) 3—BREAK IN SERVICE (MORE THAN 3 YEARS)
42. LEAVE CAT. CODE
43. FEDERAL TAX DATA: FORM EXECUTED 1—YES 2—NO; CODE; NO. TAX EXEMPTIONS
44. STATE TAX DATA: FORM EXECUTED 1—YES 2—NO; CODE; NO TAX EXEMP.; STATE CODE

45. POSITION CONTROL CERTIFICATION: 05-19-76 RJM
21 MAY 1976

46. O.P. APPROVAL: Robert W. [signature]
DATE APPROVED: 05/21/76

FORM 8-72 1152 USE PREVIOUS EDITION

SECRET

E-2, IMPDET CL. BY: 007622 (4)

Mr. Kent has also served as the field representative for a Latin America Division funding and cover mechanism. Mr. Kent's past service in a nonofficial cover status has well qualified him for his present Headquarters assignment at a time when nonofficial cover is taking on even greater significance in Agency operational planning.

c. Personal characteristics and qualifications. In fulfilling his various responsibilities, Mr. Kent has demonstrated that he is imaginative, perceptive, energetic, and a person of sound, independent judgment. He is extremely versatile and has a first-rate mind. Invariably, when a crisis situation arose and talent had to be mobilized within the Division, Mr. Kent was one of the first officers whose name came to mind. He writes quickly and with a polished style. During the past year, he was called upon on two occasions to draft papers concerning Agency involvement in Chile which were used by the Director and the Deputy Director for Operations in their presentations before the Senate Select Committee. Mr. Kent speaks and writes fluent Spanish in addition to speaking very good Italian and some French.

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R. S. Sampson

Richard S. Sampson
Chief
Latin America Division

SECRET

4 MAR 1975

MEMORANDUM FOR: Chairman, GS-14 Evaluation Board

SUBJECT : Recommendation for Promotion to Grade GS-15, William M. Kent

1. This memorandum recommends the promotion of Mr. William M. Kent from GS-14 to GS-15. Mr. Kent is a 46-year old Operations Specialist who has been in grade since December 1968.

a. Performance in current grade. During the seven years that Mr. Kent has been in grade, he has served as a case officer assigned to the Washington Base of the Foreign Resources Division and, in the Latin America Division, as Chief of the Peruvian Desk, Chief of Covert Action activities for the Chile Branch, and Deputy Special Assistant in the Economic Intelligence Collection and Operations Staff. Since August 1974, Mr. Kent has been serving on a rotational tour with the Nonofficial Cover Branch of the Career Management Group (CMG/NOC). Mr. Kent has occupied a series of increasingly important positions since his assignment to Headquarters in 1970. During his tenure in the Chile Branch he was personally responsible for developing two important programs -- one in the political action field and the other in the propaganda field -- which were designed to influence foreign attitudes towards the Allende regime in Chile. These programs were highly successful. He received overall Outstanding ratings in his Fitness Reports for the period 1972-73 and for his work with CMG/NOC in 1975. Mr. Kent received a Quality Step Increase in 1974.

b. Potential. Throughout his Agency career Mr. Kent has demonstrated that he can assume broader and increased responsibilities and perform effectively in challenging situations. His special strengths lie in the Covert Action and Nonofficial Cover fields. He has distinguished himself in his ability to apply imaginative solutions to operational problems involving Covert Action. In particular, he is noted for his work in exploiting the discovery of the Cuban arms cache in Venezuela in 1963, and to support U.S. actions during the January 1964 riots in Panama and the April 1964 revolt in the Dominican Republic.

E2, IMPDET
CL BY 018952

SECRET

6. Kent has been in his present grade for the past seven years. He has clearly earned, and I strongly recommend that he be considered for, promotion to GS-15.

Harris Greene

Harris Greene
Chief
Nonofficial Cover Branch

CONCUR:

[signature]
Chief, Career Management Group

12/31/75
Date

3. The above has been accomplished in addition to Kent's initially assigned responsibilities for close support of the NOC programs of two very active divisions, Latin America and Africa. This task calls for experienced and tactful direct cooperation with the NOC referents and senior operations officers in the divisions concerned. Ordinarily, such area division NOC responsibility would be a full-time job for an officer of this Branch. Kent handles this assignment, as well as his development of the referrals program, with dispatch and poise.

4. Kent's recent fitness reports will indicate his outstanding qualities. They include an enormous and enthusiastic capacity for work, a fine and precise writing ability, a genuinely rare imagination and a willingness to move far beyond the daily work requirements to get his job done, or to increase the value of his assigned task. This officer is constantly on the move to devise new and effective means of enhancing the nonofficial cover program. He has proven a patient and sympathetic guidance counsellor for numbers of officers either in the NOC program or those interested in it. It is to his credit primarily that we have created the referrals system which not only coordinates the reassignment of NOC personnel across division lines to appropriate new areas and opportunities, but also serves as a central clearing house for personalities who indicate interest in working for CIA in an non-staff capacity.

5. Kent's primary area of operational experience has been Latin America, including years of NOC officer status. A look at his file reveals over a half dozen commendations for unusual service and initiative. Linguistically he speaks native Spanish, very good Italian and some French. He has a supervisory ability far above the average, and has a highly developed diplomatic skill in his pursuit of new operational and staff goals which has stood him well on countless occasions. He is a harmonious and cooperative work colleague. Clearly he is a most unusual operations officer who has mastered staff skills and abilities to the point where he is capable of taking on a wide spectrum of future field or Headquarters assignments.

23 December 1975

MEMORANDUM FOR: Chief, Career Management Group

VIA : Chief, Latin America Division

SUBJECT : Mr. William M. Kent, Recommendation for Promotion

1. Mr. Kent has been on a rotational assignment to the Nonofficial Cover Branch from Latin America Division since August 1974. From the outset, he has displayed a most impressive ability to switch gears from his natural operational initiatives and to focus that initiative into his staff officer role. His rapid absorption of management and personnel principles and problems, with especial emphasis on the non-official cover program of the Directorate, has been remarkable even in an officer with his experience.

2. Specifically, Kent's innovative and imaginative drive has, in a relatively short period of time, enabled the Branch to create a NOC referrals section headed by him, in which he has become a principal DDO coordinator for hundreds of leads involving job applicants which are derived from letters written to the Agency, from our field recruiters, from the CT program, our management skills bank, and other sources. He has created, in his development of this referrals system, a language and job skills record of available applicants who do not fit any specific Agency criterion such as the Career Trainee program. Under his guidance, referrals files are prepared on specific applicants and are forwarded to all DDO components which he knows would be interested in the specific candidate. He handles all replies and indications of interest, and arranges that candidates of interest are cleared, contacted, interviewed, and assessed. Often he handles the contacting, interviewing and assessment himself. In its first full year of operation, his referrals system has assisted in placing impressive candidates in a variety of DDO field assignments.

2 007327

SECRET
(When Filled In)

# REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 24 AUGUST 1977

| 1. SERIAL NUMBER | 2. NAME (Last-First-Middle) |
|---|---|
| 059198 | KENT, WILLIAM |

| 3. NATURE OF PERSONNEL ACTION | 4. EFFECTIVE DATE REQUESTED (MONTH / DAY / YEAR) | 5. CATEGORY OF EMPLOYMENT |
|---|---|---|
| REASSIGNMENT | 08 / 28 / 77 | REGULAR |

| 6. FUNDS | V TO V | V TO CF | 7. FAN AND NSCA | 8. LEGAL AUTHORITY (Completed by Office of Personnel) |
|---|---|---|---|---|
| | CF TO V | CF TO CF | 7020 0008 0002 | |

| 9. ORGANIZATIONAL DESIGNATIONS | 10. LOCATION OF OFFICIAL STATION |
|---|---|
| DDO/OFFICE OF DEPUTY DIRECTOR FOR OPERATIONS<br>ASST DEP DIR-OPERATIONS/DEVELOPMENT<br>NON OFFICIAL COVER STAFF<br>REFERRAL BRANCH | WASH., D.C. |

| 11. POSITION TITLE | 12. POSITION NUMBER | 13. CAREER SERVICE DESIGNATION |
|---|---|---|
| ~~OPERATIONS~~ OPS OFFICER, CH (15) | FS63 | DYB |

| 14. CLASSIFICATION SCHEDULE (GS, LB, etc.) | 15. OCCUPATIONAL SERIES | 16. GRADE AND STEP | 17. SALARY OR RATE |
|---|---|---|---|
| GS | 0136.01 | 15 4 | $ 37,167 |

18. REMARKS

FROM CMS

CONCUR: Karen Wykle (CMS/MSB) — 08-25-77 (Date)

| 18A. SIGNATURE OF REQUESTING OFFICIAL | DATE SIGNED | 18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER | DATE SIGNED |
|---|---|---|---|
| Theadora H. Brummitt (signature)<br>Theadora H. Brummitt<br>AC/PCS/CSS/Pers | 24 Aug 77 | (signature) CM/PE<br>DDO/CM-15 | 8/29/77 |

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

| 19. ACTION CODE | 20. EMPLOY CODE | 21. OFFICE CODING NUMERIC | ALPHABETIC | 22. STATION CODE | 23. INTEGREE CODE | 24. VOORTES CODE | 25. DATE OF BIRTH MO. DA. YR. | 26. DATE OF GRADE MO. DA. YR. | 27. DATE OF LEI MO. DA. YR. |
|---|---|---|---|---|---|---|---|---|---|
| 37 | 10 | 30125 | ADDO | 75013 | | 1 | 05 09 29 | | |

| 28. STE EXPIRES MO. DA. YR. | 29. SPECIAL REFERENCE | 30. RETIREMENT DATA (1—CSC, 2—DRGN, 3—FICA, 4—NONE) CODE | 31. SEPARATION DATA CODE | 32. CORRECTION/CANCELLATION DATA TYPE MO. DA. YR. | EOD DATA | 33. SECURITY REQ. NO. | 34. SEX |
|---|---|---|---|---|---|---|---|
| | | | | | | | |

| 35. VET. PREFERENCE CODE (0—NONE, 1—5 PT., 2—10 PT.) | 36. SERV. COMP. DATE MO. DA. YR. | 37. LONG COMP. DATE MO. DA. YR. | 38. CAREER CATEGORY CAR./RESV PROV./TEMP CODE | 39. FEGLI, HEALTH INSURANCE CODE (0—WAIVER, 1—REG, 2—REG/OPT, 3—INELIGIBLE) HEALTH INS. CODE | 40. SOCIAL SECURITY NO |
|---|---|---|---|---|---|
| | | | | | |

| 41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE (0—NO PREVIOUS SERVICE, 1—NO BREAK IN SERVICE, 2—BREAK IN SERVICE (LESS THAN 3 YEARS), 3—BREAK IN SERVICE (MORE THAN 3 YEARS)) | 42. LEAVE CAT. CODE | 43. FEDERAL TAX DATA FORM EXECUTED (1—YES, 2—NO) CODE NO. TAX EXEMPTIONS | 44. STATE TAX DATA FORM EXECUTED (1—YES, 2—NO) CODE NO. TAX EXEMP. STATE CODE |
|---|---|---|---|
| | | | |

| 45. POSITION CONTROL CERTIFICATION | 46. O.P. APPROVAL | DATE APPROVED |
|---|---|---|
| 30 Aug 1977 From: CMS<br>D. Braun 8-29-77 | (signature) | 30 Aug 77 |

FORM 1152 8-72 USE PREVIOUS EDITION

SECRET

E-2, IMPDET CL. BY: 007622

PERSONNEL AND TRAINING: Responsible for the screening of personnel for assignment to desk, branch or staff; organized special Headquarters operational programs requiring the selection of personnel, the formulation and execution of training seminars, and direction of field administration; managed personnel matters and devised and instituted new systems and programs for spotting, selecting, recruiting, training and assigning personnel; provided career development guidance and counseling to Agency personnel. On occasion, was called on to lecture to training classes. During off-duty hours, gave classes in Spanish and Italian.

RESEARCH AND ANALYSIS: In all phases of career, have conducted intelligence, political and economic research and analysis in support of operational activities.

EDUCATION: USAFI, Latin American Institute (New York), Mexico City College (Mexico). Emphasis on international affairs, international trade, journalism, public relations and advertising, languages. Numerous CIA-sponsored courses and seminars on varying aspects of management (MBO, EEO, etc.), economics, security, and other topics related to the intelligence craft.

TRAVEL AND FOREIGN LANGUAGES: Periods of residence and travel in Europe (as a child), Japan, and Latin America. Extensive travel in the United States. Fluent in Spanish and Italian, slight capability in German and French.

PERSONAL:

Community Service:

- ---Active in Little League, Cub Scouts, Boy Scouts
- ---Officer and President of PTA
- ---Fourteen years in Rotary International, variously as member of the Board of Directors, Committee Chairman, Vice President and President
- ---Founder, later President, Vice-president of town-wide citizens association
- ---Served on number of civic and mayoral committees

Interests:

[illegible] gardening, etc.

Other:

Age: 48 Married, 3 children (ages 22, 23, 24)

RESUME

William M. Kent
[illegible] Van Buren Street
[illegible], Virginia [illegible]

SUMMARY OF BACKGROUND: U.S. Army (1946-1948). Department store manager-trainee, El Salvador, Central America (1950-1951). Twenty-six years as an intelligence officer with the Central Intelligence Agency, covering progressively higher-level assignments in Latin America, Washington, D.C. and other domestic locations. Varied experience in both operational and staff assignments in areas of management, personnel recruitment and training, intelligence collection, liaison, propaganda and political action, field investigations.

OPERATIONS: Selected, assessed, recruited and trained operational assets in the field for intelligence collection purposes. Initiated and developed productive liaison and social connections with foreign political, military and business personalities, in almost all cases using foreign languages. Sent on special assignments to conduct on-the-spot field investigations, collected material evidence and corroborated suspicions. Organized, instituted and supervised individual, regional and world-wide propaganda and political action programs in response to high level directives and in consonance with U.S. policy objectives. Much of this work required a thorough knowledge and understanding of the psychology, culture, aspirations and motivation of foreign individuals and peoples in order to influence them, through verbal as well as written means, from one point of view or ideological preference, to another. Essential to the work were imagination, innovation and drive, as well as a complete understanding of a given subject, a knowledge of journalism and other media, and well-developed writing and verbal skills. Assignments required a willingness and ability to assume effectively and convincingly, a variety of roles; have served as a graduate student, an author, an American diplomat serving in an Embassy abroad, as the head of a voluntary organization, as a businessman, etc.

MANAGEMENT: In Washington headquarters and in the field, served in numerous middle level and senior management positions; have had responsibility for a 26-person operational branch; as a desk chief for overseas stations; as the responsible officer for major political action and propaganda operations; as recruiter and manager of human sources of intelligence; as liaison officer to high level exile and indigenous personalities; as a staff section chief, staff deputy chief, and staff acting chief; and as the deputy of a special assistant to a very senior Agency officer. Responsible for evaluating the work of subordinate personnel and for support and assistance to promotion panels. Planned, disbursed and accounted for operational budgets of up to several millions of dollars.

NO SECURITY OBJECTIONS
RLH
OS/EAB
28 Apr 78

RESUME

William M. Kent
836 Van Buren Street
Herndon, Virginia
Telephone: Home - (703) 437-3162
Office - (703) 351-4104

SUMMARY OF BACKGROUND: U.S. Army (1946-1948). Department store manager-trainee, El Salvador (1950-1951). Twenty-six years (1952-1978) of experience as an officer with the Central Intelligence Agency, covering a variety of operational and staff assignments, domestic and foreign, ranging from intelligence collection, to propaganda and political action, to administration, personnel recruitment and training, and career management. Hold active Top Secret clearance.

EDUCATION: USAFI, Latin American Institute (New York), Mexico City College (Mexico). Emphasis on international affairs, international trade, journalism, public relations and advertising, languages. Numerous CIA-sponsored courses and seminars on varying aspects of management, security, economics, EEO, and other topics related to the intelligence craft.

TRAVEL AND FOREIGN LANGUAGES: Periods of residence in Europe, Panama, Venezuela, El Salvador. Travel to Cuba, Chile, Peru, Guatemala, Nicaragua, Mexico. Extensive travel in the United State Fluent in Spanish and Italian, slight capability in German and Fren

PERSONAL:

Community Service:

---Active in Little League, Cub Scouts, Boy Scouts
---Officer and President of PTA
---Fourteen years in Rotary International, variously as member of the Board of Directors, Committee Chairman, Vice President and President
---Founder, later President, Vice-president of town-wide citizens association
---Served on number of civic and mayoral committees

Interests:

International affairs, writing, fishing and outdoors, gardening, etc.

Other:

Age: 48 Married, 3 children (ages 22, 23, 24)

NO SECURITY OBJECTIONS
[handwritten initials] OS/EAD
6 April 1978

SECRET
(When Filled In)

# REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 15 April 1970

G
36

| 1. SERIAL NUMBER | 2. NAME (Last-First-Middle) |
|---|---|
| 059198 | KENT, WILLIAM |

| 3. NATURE OF PERSONNEL ACTION | 4. EFFECTIVE DATE REQUESTED (MONTH / DAY / YEAR) | 5. CATEGORY OF EMPLOYMENT |
|---|---|---|
| TRANSFER [redacted] to vouchered funds. | 04 / 19 / 70 | REGULAR |

| 6. FUNDS | | V TO V | | V TO CF | 7. FINANCIAL ANALYSIS NO. CHARGEABLE | 8. LEGAL AUTHORITY (Completed by Office of Personnel) |
|---|---|---|---|---|---|---|
| | X | CF TO V | | CF TO CF | 0235 0620 | |

| 9. ORGANIZATIONAL DESIGNATIONS | 10. LOCATION OF OFFICIAL STATION |
|---|---|
| DDP/WH<br>BRANCH 3<br>PERU SECTION | WASHINGTON, D.C. |

| 11. POSITION TITLE | 12. POSITION NUMBER | 13. CAREER SERVICE DESIGNATION |
|---|---|---|
| OPS OFFICER (14) | 1391 | D |

| 14. CLASSIFICATION SCHEDULE (GS, LB, etc.) | 15. OCCUPATIONAL SERIES | 16. GRADE AND STEP | 17. SALARY OR RATE |
|---|---|---|---|
| GS | 0136.01 | 14 4 | $ ~~20,385~~ 21608 |

18. REMARKS

1 - Security
1 - Payroll

| 18A. SIGNATURE OF REQUESTING OFFICIAL | DATE SIGNED | 18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER | DATE SIGNED |
|---|---|---|---|
| [signature] HENRY L. BERTHOLD C/WH/PERS | 15 Apr 70 | [signature] | 4-16 |

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

| 19. ACTION CODE | 20. EMPLOY CODE | 21. OFFICE CODING (NUMERIC) | (ALPHABETIC) | 22. STATION CODE | 23. INTEGREE CODE | 24. HQQTRS. CODE | 25. DATE OF BIRTH (MO. DA. YR.) | 26. DATE OF GRADE (MO. DA. YR.) | 27. DATE OF LEI (MO. DA. YR.) |
|---|---|---|---|---|---|---|---|---|---|
| 16 | 10 | 51400 | WH | 75013 | | | 05 09 29 | | |

| 28. NTE EXPIRES (MO. DA. YR.) | 29. SPECIAL REFERENCE | 30. RETIREMENT DATA (1-CSC 2-ORGN 3-FICA 5-NONE) CODE | 31. SEPARATION DATA CODE | 32. CORRECTION, CANCELLATION DATA (TYPE, MO. DA. YR.) | EOD DATA | 33. SECURITY REQ NO. | 34. SEX |
|---|---|---|---|---|---|---|---|
| | | | | | | | |

| 35. VET. PREFERENCE (CODE: 0-NONE 1-5 PT 2-10 PT) | 36. SERV. COMP. DATE (MO. DA. YR.) | 37. LONG. COMP. DATE (MO. DA. YR.) | 38. CAREER CATEGORY (CAR. RESV PROV. TEMP; CODE) | 39. FEGLI HEALTH INSURANCE (CODE: 0-WAIVER 1-YES; HEALTH INS. CODE) | 40. SOCIAL SECURITY NO. |
|---|---|---|---|---|---|
| | | | | | |

| 41. PREVIOUS CIVILIAN GOVERNMENT SERVICE (CODE: 0-NO PREVIOUS SERVICE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)) | 42. LEAVE CAT CODE | 43. FEDERAL TAX DATA (FORM EXECUTED 1-YES 2-NO; CODE; NO. TAX EXEMPTIONS) | 44. STATE TAX DATA (FORM EXECUTED 1-YES 2-NO; CODE; NO. TAX EXEMP.; STATE CODE) |
|---|---|---|---|
| | | | |

| 45. POSITION CONTROL CERTIFICATION | 46. O.P. APPROVAL | DATE APPROVED |
|---|---|---|
| 04-16-70 JBR | James B. Russell | 04-16-70 |

FORM 3-67 1152 USE PREVIOUS EDITION

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

(4)

SECRET
(When Filled In)

# REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 5 May 1970

| 1. SERIAL NUMBER | 2. NAME (Last-First-Middle) |
|---|---|
| 059198 | KENT, WILLIAM |

3. NATURE OF PERSONNEL ACTION: [redacted] REASSIGNMENT AND TRANSFER TO VOUCHERED FUNDS (Correction)

4. EFFECTIVE DATE REQUESTED: MONTH 04 DAY 19 YEAR 70

5. CATEGORY OF EMPLOYMENT: REGULAR

6. FUNDS: V TO V / V TO CF / X CF TO V / CF TO CF

7. FINANCIAL ANALYSIS NO. CHARGEABLE: 0235 0620

8. LEGAL AUTHORITY (Completed by Office of Personnel)

9. ORGANIZATIONAL DESIGNATIONS:
DDP/WH
BRANCH 3
PERU SECTION

10. LOCATION OF OFFICIAL STATION: WASHINGTON, D.C.

| 11. POSITION TITLE | 12. POSITION NUMBER | 13. CAREER SERVICE DESIGNATION |
|---|---|---|
| OPS OFFICER (14) | 1391 | D |

| 14. CLASSIFICATION SCHEDULE (GS, LB, etc.) | 15. OCCUPATIONAL SERIES | 16. GRADE AND STEP | 17. SALARY OR RATE |
|---|---|---|---|
| GS | 0136.01 | 14 4 | $ 21,608 |

18. REMARKS

* To correct item 3 from "transfer to vouchered funds" to "reassignment and transfer to vouchered funds."

~~* To drop staff employee special.~~

1 - Security
1 - Payroll

| 18A. SIGNATURE OF REQUESTING OFFICIAL | DATE SIGNED | 18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER | DATE SIGNED |
|---|---|---|---|
| HENRY L. BERTHOLD C/WH/PERS | 7 May 70 | [signature] | 4-8 |

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

| 19. ACTION CODE | 20. EMPLOY CODE | 21. OFFICE CODING NUMERIC | ALPHABETIC | 22. STATION CODE | 23. INTEGREE CODE | 24. HDQTRS CODE | 25. DATE OF BIRTH MO. DA. YR. | 26. DATE OF GRADE MO. DA. YR. | 27. DATE OF LEI MO. DA. YR. |
|---|---|---|---|---|---|---|---|---|---|
| 38 | 10 | 51400 | WH | 75013 | | 1 | 05 09 29 | | |

| 28. NTE EXPIRES MO. DA. YR. | 29. SPECIAL REFERENCE | 30. RETIREMENT DATA (1—CSC 2—OTHER 3—FICA 5—NONE) CODE | 31. SEPARATION DATA CODE | 32. CORRECTION CANCELLATION DATA TYPE | MO. DA. YR. | EOD DATA | 33. SECURITY REQ. NO. | 34. SEX |
|---|---|---|---|---|---|---|---|---|
| | | | | 16 | 04 19 70 | | | |

35. VET. PREFERENCE CODE (0—NONE 1—5 PT 2—10 PT) | 36. SERV. COMP. DATE MO. DA. YR. | 37. LONG. COMP. DATE MO. DA. YR. | 38. CAREER CATEGORY (CAR. RESV PROV. TEMP) CODE | 39. FEGLI/HEALTH INSURANCE CODE (0—WAIVER 1—YES) HEALTH INS. CODE | 40. SOCIAL SECURITY NO.

41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE (0—NO PREVIOUS SERVICE 1—NO BREAK IN SERVICE 2—BREAK IN SERVICE (LESS THAN 3 YEARS) 3—BREAK IN SERVICE (MORE THAN 3 YEARS)) | 42. LEAVE CAT. CODE | 43. FEDERAL TAX DATA: FORM EXECUTED (1—YES 2—NO) CODE, NO. TAX EXEMPTIONS | 44. STATE TAX DATA: FORM EXECUTED (1—YES 2—NO) CODE, NO. TAX EXEMP., STATE CODE

| 45. POSITION CONTROL CERTIFICATION | 46. O.P. APPROVAL | DATE APPROVED |
|---|---|---|
| 05-11-70 JBR | James B. Russell | 05-11-70 |

FORM 3-67 1152 USE PREVIOUS EDITION

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

(4)

SECRET
(When Filled In)

# REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 9 JANUARY 1973

1. SERIAL NUMBER: 059198
2. NAME (Last-First-Middle): KENT, WILLIAM
3. NATURE OF PERSONNEL ACTION: CANCELLATION OF N.S.C.A.
4. EFFECTIVE DATE REQUESTED: MONTH 01 DAY 15 YEAR 73
5. CATEGORY OF EMPLOYMENT: REGULAR
6. FUNDS: X V TO V | V TO CF | CF TO V | CF TO CF
7. FAN AND NSCA: 3235 0620 0000
8. LEGAL AUTHORITY (Completed by Office of Personnel):
9. ORGANIZATIONAL DESIGNATIONS: DDP/WH DIVISION, BRANCH 6, CA SECTION
10. LOCATION OF OFFICIAL STATION: WASH., D.C.
11. POSITION TITLE: OPS OFFICER (13/14)
12. POSITION NUMBER: 1855
13. CAREER SERVICE DESIGNATION: D
14. CLASSIFICATION SCHEDULE (GS, LB, etc.): GS
15. OCCUPATIONAL SERIES: 0136.01
16. GRADE AND STEP: 14 3
17. SALARY OR RATE: $ 26168
18. REMARKS:

18A. SIGNATURE OF REQUESTING OFFICIAL: H. L. Berthold, C/WH/Pers — DATE SIGNED: 9 Jan 73
18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER: [signature] — DATE SIGNED: 10 Jan 73

**SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL**

| 19 ACTION CODE | 20 EMPLOY CODE | 21 OFFICE CODING NUMERIC | ALPHABETIC | 22 STATION CODE | 23 INTEGREE CODE | 24 HDQTRS CODE | 25 DATE OF BIRTH | 26 DATE OF GRADE | 27 DATE OF LEI |
|---|---|---|---|---|---|---|---|---|---|
| 37 | 10 | 51480 | WH | 75013 | | 1 | 03 08 29 | | |

28. NTE EXPIRES (MO. DA. YR)
29. SPECIAL REFERENCE
30. RETIREMENT DATA: 1—CSC, 2—ORGN, 3—FICA, 5—NONE; CODE
31. SEPARATION DATA CODE
32. CORRECTION/CANCELLATION DATA: TYPE, MO, DA, YR
EOD DATA
33. SECURITY REQ. NO.
34. SEX
35. VET PREFERENCE: CODE; 0—NONE, 1—5 PT, 2—10 PT
36. SERV. COMP. DATE (MO. DA. YR.)
37. LONG COMP DATE (MO. DA. YR)
38. CAREER CATEGORY: CAR RESV, PROV/TEMP; CODE
39. FEGLI/HEALTH INSURANCE: CODE; 0—WAIVER, 1—REG, —REG/OPT, —INELIGIBLE; HEALTH INS. CODE
40. SOCIAL SECURITY NO.
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE: CODE; 0—NO PREVIOUS SERVICE, 1—NO BREAK IN SERVICE, 2—BREAK IN SERVICE (LESS THAN 3 YEARS), 3—BREAK IN SERVICE (MORE THAN 3 YEARS)
42. LEAVE CAT. CODE
43. FEDERAL TAX DATA: FORM EXECUTED (1—YES, 2—NO); CODE; NO TAX EXEMPTIONS
44. STATE TAX DATA: FORM EXECUTED (1—YES, 2—NO); CODE; NO. TAX EXEMP; STATE CODE
45. POSITION CONTROL CERTIFICATION: WLB 1-11-73
46. O.P. APPROVAL: William Bohen — DATE APPROVED: 1-15-73

FORM 8-72 1152 USE PREVIOUS EDITION

15 JAN 1973

SECRET

E-2, IMPDET CL. BY: 007622

SECRET
(When Filled In)

# NOTIFICATION OF PERSONNEL ACTION

OJCS 07/21/73

| 1. SERIAL NUMBER | 2. NAME (LAST-FIRST-MIDDLE) |
|---|---|
| 059198 | KENT WILLIAM |

| 3. NATURE OF PERSONNEL ACTION | 4. EFFECTIVE DATE (MO. DA. YR.) | 5. CATEGORY OF EMPLOYMENT |
|---|---|---|
| REASSIGNMENT | 07 01 73 | |

| 6. FUNDS | | | | |
|---|---|---|---|---|
| | X | V TO V | | V TO CF |
| | | CF TO V | | CF TO CF |

| 7. FAN AND NSCA | 8. CSC OR OTHER LEGAL AUTHORITY |
|---|---|
| 4235 4532 0000 | |

| 9. ORGANIZATIONAL DESIGNATIONS | 10. LOCATION OF OFFICIAL STATION |
|---|---|
| DDO/WH DIVISION | WASH., D.C. |

| 11. POSITION TITLE | 12. POSITION NUMBER | 13. CAREER SERVICE DESIGNATION |
|---|---|---|
| OPS OFFICER | 1855 | D |

| 14. CLASSIFICATION SCHEDULE (GS, LB, etc.) | 15. OCCUPATIONAL SERIES | 16. GRADE AND STEP | 17. SALARY OR RATE |
|---|---|---|---|
| GS | 0136.01 | 14 | |

18. REMARKS

SIGNATURE OR OTHER AUTHENTICATION

Form 1150B 8-72 MFG. 9-72 | Use Previous Edition | SECRET | "E 2 IMPDET CL BY 007622" | (4-51)

CONFIDENTIAL

79-6596

10 DEC 19..

MEMORANDUM FOR: Mr. William Kent

VIA : Chief, Western Hemisphere Division

SUBJECT : Personnel Evaluation Panel Service

1. The Chairman of the Nonofficial Cover Board has reported to me on your recent service on the NOC Board Sub-Panel for the FY 1974 Personnel Evaluation of officers at the GS-12 level.

2. I take this means to thank you for this important service and to express my hope that it was as valuable an experience for you as it has been for many of your colleagues in the past. The continuing and unstinting contributions being made by persons such as you are helping the Directorate and the Agency not just in improved personnel evaluation but also in markedly enhancing our use of our most valuable asset.

William E. Nelson
William E. Nelson
Deputy Director for Operations

CONFIDENTIAL

... 060947

CONFIDENTIAL

MEMORANDUM FOR: William M. Kent

SUBJECT : Quality Step Increase

1. My congratulations on the award to you of a Quality Step Increase. This award is in recognition of superior sustained performance and reflects great credit on you and the job you have been doing.

2. I am confident that your future performance will be of continuing high quality.

With personal best wishes,

William E. Nelson
Deputy Director for Operations

CL BY 009668
E2, IMPDET

CONFIDENTIAL

SECRET
*(When Filled In)*

# REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 23 July 1974

| 1. SERIAL NUMBER | 2. NAME (Last—First—Middle) |
|---|---|
| 059189 ✓ | KENT WILLIAM [redacted] |

| 3. NATURE OF PERSONNEL ACTION | 4. EFFECTIVE DATE REQUESTED (MONTH / DAY / YEAR) | 5. CATEGORY OF EMPLOYMENT |
|---|---|---|
| REASSIGNMENT | 08 / 04 / 74 | REGULAR |

| 6. FUNDS | | V TO V | | V TO CF | | 7. FINANCIAL ANALYSIS NO. CHARGEABLE | 8. LEGAL AUTHORITY (Completed by Office of Personnel) |
|---|---|---|---|---|---|---|---|
| | XX | CF TO V | | CF TO CF | | 5221- ~~5331~~-0117-0000 | |

| 9. ORGANIZATIONAL DESIGNATIONS | 10. LOCATION OF OFFICIAL STATION |
|---|---|
| DDO/PS<br>CAREER MANAGEMENT GROUP<br>NON OFFICIAL COVER BRANCH<br>AREAS SECTION | WASH., D.C. |

| 11. POSITION TITLE | 12. POSITION NUMBER | 13. CAREER SERVICE DESIGNATION |
|---|---|---|
| OPS OFFICER (14) | 0053 | DOG |

| 14. CLASSIFICATION SCHEDULE (GS, LB, etc.) | 15. OCCUPATIONAL SERIES | 16. GRADE AND STEP | 17. SALARY OR RATE |
|---|---|---|---|
| GS | 0136.01 | 14 7 | $ 29,095 ✓ |

18. REMARKS

coord: H. Berthold /telecoord/ WH Pers

Home Base: WH

cc: Security

| 18A. SIGNATURE OF REQUESTING OFFICIAL | DATE SIGNED | 18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER | DATE SIGNED |
|---|---|---|---|
| J.L. Olmstead, C/CMG/MSB | 23 Jul 74 | Paul Breitweiser | 24 JUL 1974 |

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

| 19. ACTION CODE | 20. EMPLOY. CODE | 21. OFFICE CODING NUMERIC | ALPHABETIC | 22. STATION CODE | 23. INTEGREE CODE | 24. HOURS CODE | 25. DATE OF BIRTH MO. DA. YR. | 26. DATE OF GRADE | 27. DATE OF LEI |
|---|---|---|---|---|---|---|---|---|---|
| 37 | 10 | 37325 | PS | 75013 | | 1 | 05 09 29 | | |

28. NTE EXPIRES (MO. DA. YR.) — 29. SPECIAL REFERENCE — 30. RETIREMENT DATA (1—CS, 2—ORGN, 3—FICA, 5—NONE; CODE) — 31. SEPARATION DATA CODE — 32. CORRECTION, CANCELLATION DATA (TYPE, MO. DA. YR.) — EOD DATA — 33. SECURITY REQ. NO. — 34. SEX

35. VET. PREFERENCE (CODE; 0—NONE, 1—5 PT, 2—10 PT) — 36. SERV. COMP. DATE (MO. DA. YR.) — 37. LONG. COMP. DATE (MO. DA. YR.) — 38. CAREER CATEGORY (CAR/RESV, PROV/TEMP; CODE) — 39. FEGLI-HEALTH INSURANCE (CODE; 0—WAIVED, 1—REG, 2—REG/OPT, 3—INELIGIBLE; HEALTH INS. CODE) — 40. SOCIAL SECURITY NO.

41. PREVIOUS CIVILIAN GOVERNMENT SERVICE (CODE; 0—NO PREVIOUS SERVICE, 1—NO BREAK IN SERVICE, 2—BREAK IN SERVICE (LESS THAN 3 YEARS), 3—BREAK IN SERVICE (MORE THAN 3 YEARS)) — 42. LEAVE CAT. CODE — 43. FEDERAL TAX DATA (FORM EXECUTED 1—YES 2—NO; CODE; NO. TAX EXEMPTIONS) — 44. STATE TAX DATA (FORM EXECUTED 1—YES 2—NO; CODE; NO. TAX EXEMP.; STATE CODE)

| 45. POSITION CONTROL CERTIFICATION | 46. O.P. APPROVAL | DATE APPROVED |
|---|---|---|
| 7-24-74 JR * from WH | [signature] | 1 Aug 74 |

FORM 9-70 1152 USE PREVIOUS EDITION — SECRET — GROUP 1 EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION (4)

9.18
9-2-75

**SECRET**
*(When Filled In)*

# REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 18 August 1975

1. SERIAL NUMBER: 059198 ✓
2. NAME (Last-First-Middle): Kent William [redacted]
3. NATURE OF PERSONNEL ACTION: Reassignment--Change in Functional ~~Career~~ Category
4. EFFECTIVE DATE REQUESTED: MONTH 8 DAY 27 YEAR 75
5. CATEGORY OF EMPLOYMENT: Regular
6. FUNDS: XX V TO V | V TO CF | CF TO V | CF TO CF
7. FAN AND NSCA: 6221-0117 0000
8. LEGAL AUTHORITY (Completed by Office of Personnel):
9. ORGANIZATIONAL DESIGNATIONS: DDO/~~[illegible]~~ ~~CAREER MANAGEMENT GROUP~~ HQRS STAFF
Non Official Cover Branch
AREAS Section.
10. LOCATION OF OFFICIAL STATION: Wash., D.C.
11. POSITION TITLE: Ops ~~Officer~~ extension Officer (14)
12. POSITION NUMBER: BL 12
13. CAREER SERVICE DESIGNATION: DOS
14. CLASSIFICATION SCHEDULE (GS, LB, etc.): GS
15. OCCUPATIONAL SERIES: 0136.01
16. GRADE AND STEP: 14 7
17. SALARY OR RATE: $ 30,699
18. REMARKS:

DQG to DQS

I concur in my Functional Career Category being changed from

B/OG to B/OS: William M Kent — 25 August 1975
William Kent — Date

Concur: Hank Berthold (Byphone)
LA/Personnel
8/26/75

18A. SIGNATURE OF REQUESTING OFFICIAL: JLOlmstead, C/CMG/MSB — DATE SIGNED 8/18/75

18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER: for Paul B. Breitweiser, C/CM 14 — DATE SIGNED 8/26/75

**SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL**

| 19. ACTION CODE | 20. EMPLOY CODE | 21. OFFICE CODING NUMERIC | ALPHABETIC | 22. STATION CODE | 23. INTEGREE CODE | 24. HQQTRS. CODE | 25. DATE OF BIRTH MO DA YR | 26. DATE OF GRADE MO DA YR | 27. DATE OF LEI MO DA YR |
|---|---|---|---|---|---|---|---|---|---|
| 37 | 10 | 37325 | PS | 7503 | | 1 | 05 09 29 | | |

28. NTE EXPIRES (MO DA YR) | 29. SPECIAL REFERENCE | 30. RETIREMENT DATA (1—CSC, 2—OTHER, 3—FICA, 5—NONE) CODE | 31. SEPARATION DATA CODE | 32. CORRECTION/CANCELLATION DATA TYPE MO DA YR | EOD DATA | 33. SECURITY REQ. NO. | 34. SEX

35. VET. PREFERENCE CODE (0—NONE, 1—5 PT, 2—10 PT) | 36. SERV. COMP. DATE MO DA YR | 37. LONG COMP. DATE MO DA YR | 38. CAREER CATEGORY CAR. RESV PROV TEMP CODE | 39. FEGLI HEALTH INSURANCE CODE (0—WAIVER, 1—REG, 2—REG/OPT, 3—INELIGIBLE) HEALTH INS. CODE | 40. SOCIAL SECURITY NO.

41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE (0—NO PREVIOUS SERVICE, 1—NO BREAK IN SERVICE, 2—BREAK IN SERVICE (LESS THAN 3 YEARS), 3—BREAK IN SERVICE (MORE THAN 3 YEARS)) | 42. LEAVE CAT CODE | 43. FEDERAL TAX DATA FORM EXECUTED (1—YES, 2—NO) CODE NO. TAX EXEMPTIONS | 44. STATE TAX DATA FORM EXECUTED (1—YES, 2—NO) CODE NO. TAX EXEMP STATE CODE

45. POSITION CONTROL CERTIFICATION: 3 SEP 1975 BL 9-27-75
46. O.P. APPROVAL: Robert H. [illegible]
DATE APPROVED: 09/04/75

FORM 5-72 1152 USE PREVIOUS EDITION

**SECRET**

E-2, IMPDET CL. BY: 007622 (4)

S E C R E T

5 December 1975

MEMORANDUM FOR THE RECORD

SUBJECT: Commendation of Mr. William Kent

During the last five months I have turned to Mr. Kent on two occasions to help the Latin America Division in connection with Senate Select Committee's investigation of covert action in Chile. When confronted with a need to produce a paper on Chile in a short timeframe, I instinctively turned to him. It was not only because he had expertise on Chile, due to service in the Chile Branch, but because he is highly skilled in written presentation. He organizes his material well and presents it in a lucid, highly readable manner. On the first occasion, he helped us prepare a paper that was eventually used by the Director in his presentation before the Senate Select Committee on 14-15 July. On the second occasion his contribution was used by the DDO in his appearance before the Senate Select Committee on 28 October. Both of these papers were excellent and have withstoood critical scrutiny.

Aside from Mr. Kent's ability to write I would like to take this occasion to record my overall high esteem for Mr. Kent as a professional and as a person. I have always considered him to be one of our more able and promising officers. His dedication is exemplary; he has spent untold extra hours of his time carrying out his duties. He has good judgment and common sense. Mr. Kent has a very attractive personality and excellent personal presence. From all standpoints he is an excellent officer that deserves to move ahead in the organization. I am convinced he has the ability and potential to do so.

signed
Raymond A. Warren

Raymond A. Warren
Deputy Chief
Latin America Division

cc: C/CMG/NOC
C/LA/PEMS

S E C R E T

E2 IMPDET
CL BY 009560

3/4/76

SECRET
(When Filled In)

# REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 1 March 1976

| 1. SERIAL NUMBER | 2. NAME (Last-First-Middle) |
|---|---|
| 059198 | KENT WILLIAM E |

| 3. NATURE OF PERSONNEL ACTION | 4. EFFECTIVE DATE REQUESTED (MONTH / DAY / YEAR) | 5. CATEGORY OF EMPLOYMENT |
|---|---|---|
| REASSIGNMENT and Delegation of ~~[illegible]~~ NSCA | 03 / 01 / 76 | REGULAR |

| 6. FUNDS | | 7. FAN AND NSCA | 8. LEGAL AUTHORITY (Completed by Office of Personnel) |
|---|---|---|---|
| X V TO V / CF TO V | V TO CF / CF TO CF | 6221-0117 ~~0000~~ 0002 | |

| 9. ORGANIZATIONAL DESIGNATIONS | 10. LOCATION OF OFFICIAL STATION |
|---|---|
| DDO<br>PLANS STAFF<br>CAREER MANAGEMENT GROUP<br>NON-OFFICIAL COVER BRANCH<br>SP | WASH., D.C. |

| 11. POSITION TITLE | 12. POSITION NUMBER | 13. CAREER SERVICE DESIGNATION |
|---|---|---|
| OPERATIONS OFFICER D CH (15) | FS63 | DQS |

| 14. CLASSIFICATION SCHEDULE (GS, LB, etc.) | 15. OCCUPATIONAL SERIES | 16. GRADE AND STEP | 17. SALARY OR RATE |
|---|---|---|---|
| GS | 0136.01 | 14 7 | $ 32,231 |

18. REMARKS

Form 261 establishing new position number FS63 is in process of being issued. Amendment to 261 will authorize position classification authority of secret. JLeslie / CM-3/14

| 19A. SIGNATURE OF REQUESTING OFFICIAL | DATE SIGNED | 19B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER | DATE SIGNED |
|---|---|---|---|
| J. L. Olmstead C/CMG/MSB | 3-2-76 | Paul B. Breitweiser C/CM-14 (signed Joan K. Leslie) | 3/3/76 |

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

| 19. ACTION CODE | 20. EMPLOY CODE | 21. OFFICE CODING NUMERIC | ALPHABETIC | 22. STATION CODE | 23. INTEGREE CODE | 24. HDQTRS CODE | 25. DATE OF BIRTH (MO. DA. YR.) | 26. DATE OF GRADE (MO. DA. YR.) | 27. DATE OF LEI (MO. DA. YR.) |
|---|---|---|---|---|---|---|---|---|---|
| 37 | 10 | 3 73X | FS | 15013 | | 1 | 05 09 29 | | |

| 28. NTE EXPIRES (MO. DA. YR.) | 29. SPECIAL REFERENCE | 30. RETIREMENT DATA (1—CSC 2—ORGN 3—FICA 5—NONE) CODE | 31. SEPARATION DATA CODE | 32. CORRECTION CANCELLATION DATA (TYPE, MO. DA. YR.) | EOD DATA | 33. SECURITY REQ. NO. | 34. SEX |
|---|---|---|---|---|---|---|---|
| | | | | | | | |

| 35. VET. PREFERENCE (CODE: 0—NONE 1—5 PT. 2—10 PT.) | 36. SERV. COMP. DATE (MO. DA. YR.) | 37. LONG. COMP. DATE (MO. DA. YR.) | 38. CAREER CATEGORY (CAR./RESV PROV./TEMP CODE) | 39. FEGLI, HEALTH INSURANCE (CODE: 0—WAIVED 1—REG 2—REG/OPT 3—INELIGIBLE; HEALTH INS. CODE) | 40. SOCIAL SECURITY NO. |
|---|---|---|---|---|---|
| | | | | | |

| 41. PREVIOUS CIVILIAN GOVERNMENT SERVICE (CODE: 0—NO PREVIOUS SERVICE 1—NO BREAK IN SERVICE 2—BREAK IN SERVICE (LESS THAN 3 YEARS) 3—BREAK IN SERVICE (MORE THAN 3 YEARS)) | 42. LEAVE CAT. CODE | 43. FEDERAL TAX DATA (FORM EXECUTED 1—YES 2—NO; CODE; NO. TAX EXEMPTIONS) | 44. STATE TAX DATA (FORM EXECUTED 1—YES 2—NO; CODE; NO. TAX EXEMP.; STATE CODE) |
|---|---|---|---|
| | | | |

| 45. POSITION CONTROL CERTIFICATION | 46. O.P. APPROVAL | DATE APPROVED |
|---|---|---|
| DM 3/4/76 08 MAR 1976 | [signature] | 03/08/76 |

FORM 8-72 1152 USE PREVIOUS EDITION

SECRET

E-2, IMPDET CL. BY: 007622

SECRET

7 APR 1967

MEMORANDUM FOR: Secretary, CSCS Agent Panel

SUBJECT : Recommendation for Promotion to Grade GS-14 - [redacted]

William M. Kent

William M. Kent employee

1. [redacted] a Staff [redacted] since July 1966, has been involved in Latin American area activities since coming with the Agency in 1951. Over the years he has developed an unusually thorough understanding of the political, social and economic realities of the area built on residence there before and after his entrance into the Agency. His fluency in Spanish has complimented this area knowledge and contributed to the superior performance which has characterized his work for this Division over the years.

2. The ability to apply imaginative solutions to operational problems in the CA field has been outstandingly demonstrated by [redacted] Kent during numerous crises in the area. On the occasion of the discovery of the Cuban arms cache in November 1963, the January 1964 riots in Panama, the April 1965 revolution in the Dominican Republic, and numerous other smaller crises situations, [redacted] showed a high degree of initiative and professional competence in developing and coordinating covert action efforts in support of Agency objectives. Prior to becoming a Staff [redacted] Kent's constructive analyses of the Division's covert action activities have made a significant contribution to the development of a more effective operational program. In his present unofficial cover assignment he has continued to demonstrate a typically energetic, imaginative and enthusiastic operational approach. His current assignment is, and others in the past were, at the level of GS-14 and his promotion to GS-14 is strongly recommended by this Division.

Not approved - Jun 1967

William V. Broe
Chief
Western Hemisphere Division

SECRET

XXB

SECRET
(When Filled In)

G 60

# REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 1 May 1967

1. SERIAL NUMBER: 059198

2. NAME (Last-First-Middle): Kent, William Jr. [redacted]

3. NATURE OF PERSONNEL ACTION: DESIGNATION AS A PARTICIPANT IN THE CIA RETIREMENT AND DISABILITY SYSTEM

4. EFFECTIVE DATE REQUESTED: MONTH 05 DAY 07 YEAR 67

5. CATEGORY OF EMPLOYMENT: REGULAR

6. FUNDS: V TO V | V TO CF | CF TO V | X CF TO CF

7. FINANCIAL ANALYSIS NO. CHARGEABLE: 7135-0630

8. LEGAL AUTHORITY (Completed by Office of Personnel): PL 88-643 Sect. 203

9. ORGANIZATIONAL DESIGNATIONS: DDP/WH

10. LOCATION OF OFFICIAL STATION: NEW ORLEANS, LOUISIANA

11. POSITION TITLE:

12. POSITION NUMBER:

13. CAREER SERVICE DESIGNATION: D

14. CLASSIFICATION SCHEDULE (GS, LB, etc.):

15. OCCUPATIONAL SERIES:

16. GRADE AND STEP: 13

17. SALARY OR RATE: $

18. REMARKS

EMPLOYEE WILL RECEIVE NOTIFICATION FROM THE DIRECTOR OF PERSONNEL OF THIS DESIGNATION.

18A. SIGNATURE OF REQUESTING OFFICIAL | DATE SIGNED | 18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER | DATE SIGNED

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE | 20. EMPLOY CODE | 21. OFFICE CODING (NUMERIC, ALPHABETIC) | 22. STATION CODE | 23. INTEGREE CODE | 24. HDQTRS. CODE | 25. DATE OF BIRTH (MO. DA. YR.) | 26. DATE OF GRADE (MO. DA. YR.) | 27. DATE OF LEI (MO. DA. YR.)

28. NTE EXPIRES (MO. DA. YR.) | 29. SPECIAL REFERENCE | 30. RETIREMENT DATA (1—CSC, 2—FICA, 3—NONE) CODE: 2 | 31. SEPARATION DATA CODE | 32. CORRECTION/CANCELLATION DATA (TYPE, MO. DA. YR.) | EOD DATA | 33. SECURITY REQ. NO. | 34. SEX

35. VET. PREFERENCE (CODE; 0—NONE, 1—5 PT., 2—10 PT.) | 36. SERV. COMP. DATE (MO. DA. YR.) | 37. LONG. COMP. DATE (MO. DA. YR.) | 38. CAREER CATEGORY (CAR./RESV, PROV./TEMP, CODE) | 39. FEGLI/HEALTH INSURANCE (CODE; 0—WAIVER, 1—YES; HEALTH INS. CODE) | 40. SOCIAL SECURITY NO.

41. PREVIOUS CIVILIAN GOVERNMENT SERVICE (CODE; 0—NO PREVIOUS SERVICE, 1—NO BREAK IN SERVICE, 2—BREAK IN SERVICE (LESS THAN 3 YEARS), 3—BREAK IN SERVICE (MORE THAN 3 YEARS)) | 42. LEAVE CAT. CODE | 43. FEDERAL TAX DATA (FORM EXECUTED 1—YES, 2—NO; CODE; NO. TAX EXEMPTIONS) | 44. STATE TAX DATA (FORM EXECUTED 1—YES, 2—NO; CODE; NO. TAX EXEMP.; STATE CODE)

45. POSITION CONTROL CERTIFICATION: 05-15-67

46. O.P. APPROVAL: See memo signed by D/Pers dated 3 MAY 1967

DATE APPROVED:

FORM 1152 (2-66) USE PREVIOUS EDITION OP-2

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

(4)

SECRET
(When Filled In)

# REQUEST FOR PERSONNEL ACTION

VXB

DATE PREPARED: 1 August 1967

1. SERIAL NUMBER: 059198

2. NAME (Last-First-Middle): Kent, William M. [redacted]

3. NATURE OF PERSONNEL ACTION: REASSIGNMENT

4. EFFECTIVE DATE REQUESTED: MONTH 07 DAY 30 YEAR 67

5. CATEGORY OF EMPLOYMENT: REGULAR

6. FUNDS: V TO V / V TO CF / CF TO V / XX CF TO CF

7. FINANCIAL ANALYSIS NO CHARGEABLE: 8129-0109

8. LEGAL AUTHORITY (Completed by Office of Personnel)

9. ORGANIZATIONAL DESIGNATIONS:
DDP/DOD
US FIELD
UNITED STATES STATION"
ORBIT OPERATIONS GROUP
(130)

D
24

10. LOCATION OF OFFICIAL STATION: WASHINGTON, D.C.

11. POSITION TITLE: OPS OFFICER [redacted]

12. POSITION NUMBER: 0203

13. CAREER SERVICE DESIGNATION: D

14. CLASSIFICATION SCHEDULE (GS, LB, etc.): GS

15. OCCUPATIONAL SERIES: 0136.01

16. GRADE AND STEP: 13 5

17. SALARY OR RATE: $ 14665 ✓

18. REMARKS

To fill vacant position.

G
60

From: DDP/WH/US Field/positon no. 8001

Security Approval ... 6/1/67
... 8/1/67

18A. SIGNATURE OF REQUESTING OFFICIAL: Virginia C. Lynch (signature)
Virginia C. Lynch, C/DO Pers. & Training

DATE SIGNED

18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER: (signature)

DATE SIGNED: 9 Aug '67

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

| 19. ACTION CODE | 20. EMPLOY. CODE | 21. OFFICE CODING NUMERIC | ALPHABETIC | 22. STATION CODE | 23. INTEGREE CODE | 24. HDQTRS CODE | 25. DATE OF BIRTH MO. DA. YR. | 26. DATE OF GRADE MO. DA. YR. | 27. DATE OF LEI MO. DA. YR. |
|---|---|---|---|---|---|---|---|---|---|
| 37 | 10 | 43630 | DOD | 75013 | | 2 | 05 09 29 | | |

| 28. NTE EXPIRES MO. DA. YR. | 29. SPECIAL REFERENCE | 30. RETIREMENT DATA (1—CSC 2—FICA 3—NONE) CODE | 31. SEPARATION DATA CODE | 32. CORRECTION/CANCELLATION DATA TYPE MO. DA. YR. | EOD DATA | 33. SECURITY REQ. NO. | 34. SEX |
|---|---|---|---|---|---|---|---|
| | | | | | | | |

| 35. VET. PREFERENCE CODE (0—NONE 1—5 PT 2—10 PT) | 36. SERV. COMP. DATE MO. DA. YR. | 37. LONG. COMP. DATE MO. DA. YR. | 38. CAREER CATEGORY (CAR RESV PROV/TEMP) CODE | 39. FEGLI/HEALTH INSURANCE CODE (0—WAIVER 1—YES) HEALTH INS. CODE | 40. SOCIAL SECURITY NO. |
|---|---|---|---|---|---|
| | | | | | |

| 41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE (0—NO PREVIOUS SERVICE 1—NO BREAK IN SERVICE 2—BREAK IN SERVICE (LESS THAN 3 YEARS) 3—BREAK IN SERVICE (MORE THAN 3 YEARS)) | 42. LEAVE CAT. CODE | 43. FEDERAL TAX DATA FORM EXECUTED (1—YES 2—NO) CODE NO. TAX EXEMPTIONS | 44. STATE TAX DATA FORM EXECUTED (1—YES 2—NO) CODE NO. TAX EXEMP. STATE CODE |
|---|---|---|---|
| | | | |

45. POSITION CONTROL CERTIFICATION: From WH
P.8 9/9/67

46. O.P. APPROVAL: (signature) V

DATE APPROVED: 9 aug 67

FORM 2-66 1152 USE PREVIOUS EDITION

SECRET

Posted

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

(4)

SECRET

14 AUG 1967

MEMORANDUM FOR: Chief, Contract Personnel Division

SUBJECT : [redacted] William M Kent

The Clandestine Services Agent Panel has approved the reassignment of [redacted] to DO/Washington, D. C. Nonofficial Cover Premium Pay (NCPP) should be terminated the effective date of this reassignment.

Dwight M. Collins
Dwight M. Collins
Secretary, Agent Panel

SECRET [illegible]

SECRET
(When Filled In)

# REQUEST FOR PERSONNEL ACTION

XXB

DATE PREPARED: 10 OCTOBER 1967

| 1. SERIAL NUMBER | 2. NAME (Last—First—Middle) |
|---|---|
| 059198 | [redacted] Kent, William M. |

| 3. NATURE OF PERSONNEL ACTION | 4. EFFECTIVE DATE REQUESTED (MONTH / DAY / YEAR) | 5. CATEGORY OF EMPLOYMENT |
|---|---|---|
| REASSIGNMENT | 10 / 08 / 67 | REGULAR |

| 6. FUNDS | | V TO V | | V TO CF | 7. FINANCIAL ANALYSIS NO. CHARGEABLE | 8. LEGAL AUTHORITY (Completed by Office of Personnel) |
|---|---|---|---|---|---|---|
| | | CF TO V | XX | CF TO CF | 8129-0109 | |

| 9. ORGANIZATIONAL DESIGNATIONS | 10. LOCATION OF OFFICIAL STATION |
|---|---|
| DDP/DOD<br>US FIELD<br>INTELLIGENCE OPERATIONS GROUP<br>WASHINGTON BASE | WASHINGTON, D.C. |

| 11. POSITION TITLE | 12. POSITION NUMBER | 13. CAREER SERVICE DESIGNATION |
|---|---|---|
| OPS OFFICER (GS-13/14) | 0416 | D |

| 14. CLASSIFICATION SCHEDULE (GS, LB, etc.) | 15. OCCUPATIONAL SERIES | 16. GRADE AND STEP | 17. SALARY OR RATE |
|---|---|---|---|
| GS | 0136.01 | 13 5 | $ 14665 |

18. REMARKS

T/O Change

| 18A. SIGNATURE OF REQUESTING OFFICIAL | DATE SIGNED | 18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER | DATE SIGNED |
|---|---|---|---|
| Virginia C. Lynch, C/DO Pers. & Training | [illegible] | Joyce W. Mazelon | 12 Oct 1967 |

**SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL**

| 19. ACTION CODE | 20. EMPLOY CODE | 21. OFFICE CODING NUMERIC | ALPHABETIC | 22. STATION CODE | 23. INTEGREE CODE | 24. HQTRS. CODE | 25. DATE OF BIRTH MO. DA. YR. | 26. DATE OF GRADE MO. DA. YR. | 27. DATE OF LEI MO. DA. YR. |
|---|---|---|---|---|---|---|---|---|---|
| 37 | 10 | 43500 | DOD | 75813 | | 2 | 05 09 29 | | |

| 28. NTE EXPIRES MO. DA. YR. | 29. SPECIAL REFERENCE | 30. RETIREMENT DATA (1—CSC, 3—FICA, 5—NONE) CODE | 31. SEPARATION DATA CODE | 32. CORRECTION CANCELLATION DATA TYPE / MO. DA. YR. | EOD DATA | 33. SECURITY REQ. NO. | 34. SEX |
|---|---|---|---|---|---|---|---|
| | | | | | | | |

| 35. VET. PREFERENCE CODE (0—NONE, 1—5 PT, 2—10 PT) | 36. SERV. COMP. DATE MO. DA. YR. | 37. LONG COMP. DATE MO. DA. YR. | 38. CAREER CATEGORY (CAR RESV, PROV TEMP) CODE | 39. FEGLI CODE (0—WAIVER, 1—YES) | HEALTH INSURANCE HEALTH INS. CODE | 40. SOCIAL SECURITY NO. |
|---|---|---|---|---|---|---|
| | | | | | | |

| 41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE (0—NO PREVIOUS SERVICE, 1—NO BREAK IN SERVICE, 2—BREAK IN SERVICE (LESS THAN 3 YEARS), 3—BREAK IN SERVICE (MORE THAN 3 YEARS)) | 42. LEAVE CAT. CODE | 43. FEDERAL TAX DATA: FORM EXECUTED (1—YES, 2—NO) | CODE | NO. TAX EXEMPTIONS | 44. STATE TAX DATA: FORM EXECUTED (1—YES, 2—NO) | CODE | NO TAX EXEMP. | STATE CODE |
|---|---|---|---|---|---|---|---|---|
| | | | | | | | | |

| 45. POSITION CONTROL CERTIFICATION | 46. O.P. APPROVAL | DATE APPROVED |
|---|---|---|
| R.S. | Don H. Leatherbee [?] | [illegible] OCT 1967 |

FORM 2-66 1152 USE PREVIOUS EDITION

SECRET

(4)

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

XX8

SECRET
(When Filled In)

# REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 11 December 1968

| 1. SERIAL NUMBER | 2. NAME (Last-First-Middle) |
|---|---|
| 059198 | Kent William M. [redacted] |

| 3. NATURE OF PERSONNEL ACTION | 4. EFFECTIVE DATE REQUESTED (MONTH / DAY / YEAR) | 5. CATEGORY OF EMPLOYMENT |
|---|---|---|
| PROMOTION | 12 / 15 / 68 | REGULAR |

| 6. FUNDS | | V TO V | | V TO CF | 7. FINANCIAL ANALYSIS NO. CHARGEABLE | 8. LEGAL AUTHORITY (Completed by Office of Personnel) |
|---|---|---|---|---|---|---|
| | | CF TO V | X | CF TO CF | 9129-0109 | |

| 9. ORGANIZATIONAL DESIGNATIONS | 10. LOCATION OF OFFICIAL STATION |
|---|---|
| DDP/DOD<br>US FIELD<br>INTELLIGENCE OPERATIONS GROUP<br>WASHINGTON BASE | WASH., D.C. |

| 11. POSITION TITLE | 12. POSITION NUMBER | 13. CAREER SERVICE DESIGNATION |
|---|---|---|
| OPS OFFICER GS-14 | 0416 | D |

| 14. CLASSIFICATION SCHEDULE (GS, LB, etc.) | 15. OCCUPATIONAL SERIES | 16. GRADE AND STEP | 17. SALARY OR RATE |
|---|---|---|---|
| GS | 0136.01 | 14 3 | $ 18076 |

18. REMARKS

| 18A. SIGNATURE OF REQUESTING OFFICIAL | DATE SIGNED | 18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER | DATE SIGNED |
|---|---|---|---|
| Virginia C. Lynch, C/DO Pers. & Training | 11 Dec 68 | [signature] | 12 Dec 68 |

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

| 19. ACTION CODE | 20. EMPLOY CODE | 21. OFFICE CODING NUMERIC | ALPHABETIC | 22. STATION CODE | 23. INTEGREE CODE | 24. HQOTRS. CODE | 25. DATE OF BIRTH MO. DA. YR. | 26. DATE OF GRADE MO. DA. YR. | 27. DATE OF LEI MO. DA. YR. |
|---|---|---|---|---|---|---|---|---|---|
| 22 | 10 | 43500 | DOD | 25013 | | 2 | 03 09 29 | 12 15 68 | 12 15 68 |

| 28. NTE EXPIRES MO. DA. YR. | 29. SPECIAL REFERENCE | 30. RETIREMENT DATA (1—CSC, 2—OBGN, 3—FICA, 5—NONE) CODE | 31. SEPARATION DATA CODE | 32. CORRECTION, CANCELLATION DATA TYPE MO. DA. YR. | EOD DATA | 33. SECURITY REQ NO. | 34. SEX |
|---|---|---|---|---|---|---|---|
| | | | | | | | |

| 35. VET. PREFERENCE CODE (0—NONE, 1—5 PT, 2—10 PT) | 36. SERV. COMP. DATE MO. DA. YR. | 37. LONG. COMP. DATE MO. DA. YR. | 38. CAREER CATEGORY CAR/RESV PROV. TEMP CODE | 39. FEGLI / HEALTH INSURANCE CODE (0—WAIVER, 1—YES) | HEALTH INS. CODE | 40. SOCIAL SECURITY NO. |
|---|---|---|---|---|---|---|
| | | | | | | |

| 41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE (0—NO PREVIOUS SERVICE, 1—NO BREAK IN SERVICE, 2—BREAK IN SERVICE (LESS THAN 3 YEARS), 3—BREAK IN SERVICE (MORE THAN 3 YEARS)) | 42. LEAVE CAT. CODE | 43. FEDERAL TAX DATA FORM EXECUTED (1—YES, 2—NO) | CODE | NO. TAX EXEMPTIONS | 44. STATE TAX DATA FORM EXECUTED (1—YES, 2—NO) | CODE | NO. TAX EXEMP | STATE CODE |
|---|---|---|---|---|---|---|---|---|
| | | | | | | | | |

| 45. POSITION CONTROL CERTIFICATION | 46. O P APPROVAL | DATE APPROVED |
|---|---|---|
| [signature] 12-12-68 | 036 | 12/12/68 |

FORM 3-67 1152 USE PREVIOUS EDITION

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

(4)

XXB

SECRET
(When Filled In)

# REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 3 February 1970

| 1. SERIAL NUMBER | 2. NAME (Last–First–Middle) |
|---|---|
| 059198 | [redacted] Kent William M. |

| 3. NATURE OF PERSONNEL ACTION | 4. EFFECTIVE DATE REQUESTED (MONTH / DAY / YEAR) | 5. CATEGORY OF EMPLOYMENT |
|---|---|---|
| RESIGNATION | 02 / 07 / 70 | REGULAR |

| 6. FUNDS | V TO V | V TO CF | CF TO V | CF TO CF | 7. FINANCIAL ANALYSIS NO. CHARGEABLE | 8. LEGAL AUTHORITY (Completed by Office of Personnel) |
|---|---|---|---|---|---|---|
| | | | | X | 0129 0109 | |

| 9. ORGANIZATIONAL DESIGNATIONS | 10. LOCATION OF OFFICIAL STATION |
|---|---|
| DDP/~~WH~~ DOD<br>U.S. FIELD<br>INTELLIGENCE OPERATIONS GROUP<br>WASHINGTON BASE | WASHINGTON, D.C. |

| 11. POSITION TITLE | 12. POSITION NUMBER | 13. CAREER SERVICE DESIGNATION |
|---|---|---|
| OPS OFFICER | 0416 | D |

| 14. CLASSIFICATION SCHEDULE (GS, LB, etc.) | 15. OCCUPATIONAL SERIES | 16. GRADE AND STEP | 17. SALARY OR RATE |
|---|---|---|---|
| GS | 0136.01 | 14 4 | $ 20,385 |

18. REMARKS

[redacted] 10 Feb '70

| 18A. SIGNATURE OF REQUESTING OFFICIAL | DATE SIGNED | 18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER | DATE SIGNED |
|---|---|---|---|
| [redacted] | [redacted] | [signature] | 11 Feb 70 |

**SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL**

| 19. ACTION CODE | 20. EMPLOY. CODE | 21. OFFICE CODING (NUMERIC / ALPHABETIC) | 22. STATION CODE | 23. INTEGREE CODE | 24. HOURS CODE | 25. DATE OF BIRTH (MO. DA. YR.) | 26. DATE OF GRADE (MO. DA. YR.) | 27. DATE OF LEI (MO. DA. YR.) |
|---|---|---|---|---|---|---|---|---|
| 45 | 10 | | | | 2 | 05 09 29 | [illegible] | |

| 28. NTE EXPIRES (MO. DA. YR.) | 29. SPECIAL REFERENCE | 30. RETIREMENT DATA (1—CSC, 2—OTHER, 3—FICA, 5—NONE) CODE | 31. SEPARATION DATA CODE | 32. CORRECTION CANCELLATION DATA (TYPE / MO. DA. YR.) | EOD DATA | 33. SECURITY REQ. NO. | 34. SEX |
|---|---|---|---|---|---|---|---|
| | | | 1800091 | | | | |

| 35. VET. PREFERENCE CODE (0—NONE, 1—5 PT., 2—10 PT.) | 36. SERV. COMP. DATE (MO. DA. YR.) | 37. LONG COMP DATE (MO. DA. YR.) | 38. CAREER CATEGORY (CAR-RESV PROV TEMP) CODE | 39. FEGLI-HEALTH INSURANCE (CODE: 0. WAIVER, 1—YES; HEALTH INS. CODE) | 40. SOCIAL SECURITY NO. |
|---|---|---|---|---|---|
| | | | | | |

| 41. PREVIOUS CIVILIAN GOVERNMENT SERVICE (CODE: 0—NO PREVIOUS SERVICE; 1—NO BREAK IN SERVICE; 2—BREAK IN SERVICE (LESS THAN 3 YEARS); 3—BREAK IN SERVICE (MORE THAN 3 YEARS)) | 42. LEAVE CAT. CODE | 43. FEDERAL TAX DATA (FORM EXECUTED 1—YES 2—NO / CODE / NO. TAX EXEMPTIONS) | 44. STATE TAX DATA (FORM EXECUTED 1—YES 2—NO / CODE / NO. TAX EXEMP. / STATE CODE) |
|---|---|---|---|
| | | | |

| 45. POSITION CONTROL CERTIFICATION | 46. O.P. APPROVAL | DATE APPROVED |
|---|---|---|
| 2-9-70 [initials] | [signature] | 02/09/70 |

FORM 3-67 1152 USE PREVIOUS EDITION

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

(4)

**SECRET**

30 January 1970

MEMORANDUM FOR: WH/PERS

THROUGH : CSPS/Agent Panel
WH/SS

ATTENTION : Carroll Hauver

William Kent

SUBJECT : Request to Payroll [redacted]
as Staff Employee Special

REFERENCE : Memorandum from C/WH dtd 26 January 1970
entitled '[redacted]

The referent memorandum approved by Chairman, Agent Panel, requested that [redacted] be converted to a staff employee with full access to the Headquarters building. Since [redacted] will remain under non-official cover, it is requested that WH Division initiate action to place [redacted] in the Staff Employee Special category to avoid interruption of his payrolling by a devised facility cover entity.

Willard F. Burke
C/CCS/DFB

**SECRET**

GROUP 1
Excluded from automatic downgrading and declassification

XXF

**SECRET**
*(When Filled In)*

# REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 2 February 1970

| 1. SERIAL NUMBER | 2. NAME (Last—First—Middle) |
|---|---|
| 059198 | KENT, WILLIAM |

| 3. NATURE OF PERSONNEL ACTION | 4. EFFECTIVE DATE REQUESTED (MONTH / DAY / YEAR) | 5. CATEGORY OF EMPLOYMENT |
|---|---|---|
| EXCEPTED APPOINTMENT (Career) | 02 / 08 / 70 | REGULAR |

G 36

| 6. FUNDS | V TO V | V TO CF | CF TO V | CF TO CF | 7. FINANCIAL ANALYSIS NO. CHARGEABLE | 8. LEGAL AUTHORITY (Completed by Office of Personnel) |
|---|---|---|---|---|---|---|
| | | | X | | 0135 0620 | |

| 9. ORGANIZATIONAL DESIGNATIONS | 10. LOCATION OF OFFICIAL STATION |
|---|---|
| DDP/WH<br>BRANCH 3<br>PERU SECTION | WASHINGTON, D.C. |

| 11. POSITION TITLE | 12. POSITION NUMBER | 13. CAREER SERVICE DESIGNATION |
|---|---|---|
| OPS OFFICER (14) | 1391 | D |

| 14. CLASSIFICATION SCHEDULE (GS, LB, etc.) | 15. OCCUPATIONAL SERIES | 16. GRADE AND STEP | 17. SALARY OR RATE |
|---|---|---|---|
| GS | 0136.01 | 14 4 | $ 20,385 |

18. REMARKS

VICE RICHARD CONOLLY

STAFF EMPLOYEE SPECIAL

C 12/54

Home Base: WH

Joyce Mayglin
CSPS/Agent Br. 11 Feb 70

| 18A. SIGNATURE OF REQUESTING OFFICIAL | DATE SIGNED | 18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER | DATE SIGNED |
|---|---|---|---|
| [signature] HENRY L. BERTHOLD C/WH/PERS | 5 Feb 70 | A. Bus[signature] | 2-11 70 |

**SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL**

| 19. ACTION CODE | 20. EMPLOY. CODE | 21. OFFICE CODING NUMERIC | ALPHABETIC | 22. STATION CODE | 23. INTEGREE CODE | 24. HDQTRS. CODE | 25. DATE OF BIRTH (MO. DA. YR.) | 26. DATE OF GRADE (MO. DA. YR.) | 27. DATE OF LEI (MO. DA. YR.) |
|---|---|---|---|---|---|---|---|---|---|
| 13 | 10 | 51400 | WH | 75013 | | 1 | 05 09 29 | 12 15 68 | 12 14 69 |

| 28. NTE EXPIRES (MO. DA. YR.) | 29. SPECIAL REFERENCE | 30. RETIREMENT DATA (1—CSC, 2—OTHER, 3—FICA, 5—NONE) CODE | 31. SEPARATION DATA CODE | 32. CORRECTION/CANCELLATION DATA (TYPE, MO, DA, YR) | EOD DATA | 33. SECURITY REQ. NO. | 34. SEX |
|---|---|---|---|---|---|---|---|
| | | 2 | | | | 00000 | M 1 |

| 35. VET. PREFERENCE CODE (0—NONE, 1—5 PT., 2—10 PT.) | 36. SERV. COMP. DATE (MO. DA. YR.) | 37. LONG. COMP. DATE (MO. DA. YR.) | 38. CAREER CATEGORY (CAR. RESV, PROV./TEMP) CODE | 39. FEGLI (0—WAIVER, 1—YES) CODE | HEALTH INSURANCE: HEALTH INS. CODE | 40. SOCIAL SECURITY NO. |
|---|---|---|---|---|---|---|
| 1 | 07 03 50 | 01 02 52 | C | 1 | | 058 228472 |

| 41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE (0—NO PREVIOUS SERVICE, 1—NO BREAK IN SERVICE, 2—BREAK IN SERVICE (LESS THAN 3 YEARS), 3—BREAK IN SERVICE (MORE THAN 3 YEARS)) | 42. LEAVE CAT. CODE | 43. FEDERAL TAX DATA: FORM EXECUTED (1—YES, 2—NO) | CODE | NO. TAX EXEMPTIONS | 44. STATE TAX DATA: FORM EXECUTED (1—YES, 2—NO) | CODE | NO. TAX EXEMP. | STATE CODE |
|---|---|---|---|---|---|---|---|---|
| 1 | 8 | | 0 | MO | | — | — | — |

| 45. POSITION CONTROL CERTIFICATION | 46. O.P. APPROVAL | DATE APPROVED |
|---|---|---|
| 02-11-70 [initials] | [signature] | 9 Feb 70 |

FORM 3-67 1152 USE PREVIOUS EDITION

P **SECRET**

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

(4)

SECRET

12 March 1969

MEMORANDUM FOR: TRB & CSPS

SUBJECT: Fitness Report - [redacted]

William M. Kent Employee

Attached hereto is Subject's Annual/Reassignment of Supervisor Fitness Report covering reporting period 1 January 1968 - 6 Jan. 1969.

Virginia C. Lynch
Virginia C. Lynch
Chief, DO Personnel & Training

1 Attachment, A/S

SECRET
(When Filled In)

# REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 9 August 1961

1. SERIAL NUMBER: 059198 ✓
2. NAME (Last-First-Middle): KENT, William M.

3. NATURE OF PERSONNEL ACTION: REASSIGNMENT {And Transfer to Vouchered Funds}
4. EFFECTIVE DATE REQUESTED: MONTH 08 DAY 20 YEAR 61
5. CATEGORY OF EMPLOYMENT: REGULAR

6. FUNDS: V TO V | V TO CF | X CF TO V | CF TO CF
7. COST CENTER NO. CHARGEABLE: 2635-5000-8021
8. LEGAL AUTHORITY (Completed by Office of Personnel)

9. ORGANIZATIONAL DESIGNATIONS:
DDP/WH [illegible]
Branch 4
PA-Propaganda Sec.

3A

10. LOCATION OF OFFICIAL STATION: Wash., D. C.

11. POSITION TITLE: OPS OFFICER (D)
12. POSITION NUMBER: 0707
12A. PCR CONTROL NO.
13. CAREER SERVICE DESIGNATION: D

14. CLASSIFICATION SCHEDULE (GS, LB, etc.): GS (13)
15. OCCUPATIONAL SERIES: 0136.01
16. GRADE AND STEP: 12 (2)
17. SALARY OR RATE: $9215 ✓

18. REMARKS:
From: DDP/WH,Br.4, #0625

[stamp illegible] OSID

18A. SIGNATURE OF REQUESTING OFFICIAL: Herbert V. Juul — HERBERT V. JUUL, C/WH/4/Pers. HVJ
18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER: Orville C Dawson

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

| 19. ACTION CODE | 20. EMPLOY. CODE | 21. OFFICE CODING NUMERIC | ALPHABETIC | 22. STATION CODE | 23. INTEGREE | 24. HQTRS CODE | 25. DATE OF BIRTH MO. DA. YR. | 26. DATE OF GRADE | 27. DATE OF LEI |
|---|---|---|---|---|---|---|---|---|---|
| 16 | 10 | 64450 | WH | 75613 | | 1 | 05 09 29 | | |

28. NTE EXPIRES — 29. SPECIAL REFERENCE — 30. RETIREMENT DATA (1 = CSC, 3 = FICA, 5 = NONE) — 31. SEPARATION DATA CODE — 32. CORRECTION/CANCELLATION DATA — EOD DATA — 33. SECURITY REQ. NO. — 34. SEX

35. VET. PREFERENCE (0 = NONE, 1 = 5 PT., 2 = 10 PT.) — 36. SERV. COMP. DATE — 37. LONG. COMP. DATE — 38. FEGLI SERV. CREDITED (1 = YES, 2 = NO) — 39. FEGLI / HEALTH INSURANCE — 40. SOCIAL SECURITY NO.

41. PREVIOUS GOVERNMENT SERVICE DATA (0 = NO PREVIOUS SERVICE, 1 = NO BREAK IN SERVICE, 2 = BREAK IN SERVICE LESS THAN 12 MOS, 3 = BREAK IN SERVICE MORE THAN 12 MOS) — 42. LEAVE CAT. — 43. FEDERAL TAX DATA (FORM EXECUTED 1 = YES 2 = NO) — 44. STATE TAX DATA

45. POSITION CONTROL CERTIFICATION: W. Kearney 08/11/61
46. O.P. APPROVAL

FORM 8-60 1152 OBSOLETE PREVIOUS EDITION AND FORM 1152A

SECRET

(4)

SECRET
(When Filled In)

# REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 21 FEBRUARY 1962

| 1. SERIAL NUMBER | 2. NAME (Last-First-Middle) |
|---|---|
| 059198 ✓ | KENT, WILLIAM M. |

| 3. NATURE OF PERSONNEL ACTION | 4. EFFECTIVE DATE REQUESTED (MONTH / DAY / YEAR) | 5. CATEGORY OF EMPLOYMENT |
|---|---|---|
| REASSIGNMENT | 03 / 13 / 62 | REGULAR |

| 6. FUNDS | | | | | 7. COST CENTER NO. CHARGEABLE | 8. LEGAL AUTHORITY (Completed by Office of Personnel) |
|---|---|---|---|---|---|---|
| | X | V TO V | | V TO CF | 2235-1000-1000 | |
| | | CF TO V | | CF TO CF | | |

| 9. ORGANIZATIONAL DESIGNATIONS | 10. LOCATION OF OFFICIAL STATION |
|---|---|
| 3 DDP WH<br>BRANCH 3<br>CARIBBEAN SECTION | WASHINGTON, D. C. |

| 11. POSITION TITLE | 12. POSITION NUMBER | 13. CAREER SERVICE DESIGNATION |
|---|---|---|
| OPS OFFICER [redacted] | [redacted]-858 | D |

| 14. CLASSIFICATION SCHEDULE (GS, LB, etc.) | 15. OCCUPATIONAL SERIES | 16. GRADE AND STEP | 17. SALARY OR RATE |
|---|---|---|---|
| GS [redacted] | 0136.01 | 12 2 | $ 9215 ✓ |

18. REMARKS

FROM: DDP/WH/4/PA PROPAGANDA SECTION/707/WASHINGTON, D. C. Tray 3A

VB

| 18A. SIGNATURE OF REQUESTING OFFICIAL | DATE SIGNED | 18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER | DATE SIGNED |
|---|---|---|---|
| R. C. Bowers<br>R. C. BOWERS C/WH/PERSONNEL | 2/23/62 | Walter Potts | 28 Feb 62 |

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

| 19. ACTION CODE | 20. EMPLOY. CODE | 21. OFFICE CODING NUMERIC | ALPHABETIC | 22. STATION CODE | 23. INTEGREE CODE | 24. HOUSING CODE | 25. DATE OF BIRTH (MO. DA. YR.) | 26. DATE OF GRADE (MO. DA. YR.) | 27. DATE OF LE (MO. DA. YR.) |
|---|---|---|---|---|---|---|---|---|---|
| 37 | 10 | 64400 | WH | | | 1 | 05 09 29 | | |

| 28. NTE EXPIRES (MO. DA. YR.) | 29. SPECIAL REFERENCE | 30. RETIREMENT DATA (1 = CSC, 3 = FICA, 5 = NONE) CODE | 31. SEPARATION DATA CODE | 32. CORRECTION/CANCELLATION DATA (TYPE, MO. DA. YR.) | EOD DATA | 33. SECURITY REQ. NO. | 34. SEX |
|---|---|---|---|---|---|---|---|
| | | | | | | | |

| 35. VET. PREFERENCE CODE (0 = NONE, 1 = 5 PT, 2 = 10 PT) | 36. SERV. COMP. DATE (MO. DA. YR.) | 37. LONG. COMP. DATE (MO. DA. YR.) | 38. MIL. SERV. CREDIT/LCD (1 = YES, 2 = NO) CODE | 39. FEGLI / HEALTH INSURANCE CODE (0 = WAIVED, 1 = YES) HEALTH INS. CODE | 40. SOCIAL SECURITY NO. |
|---|---|---|---|---|---|
| | | | | | |

| 41. PREVIOUS GOVERNMENT SERVICE DATA CODE (0 = NO PREVIOUS SERVICE, 1 = NO BREAK IN SERVICE, 2 = BREAK IN SERVICE LESS THAN 12 MOS., 3 = BREAK IN SERVICE MORE THAN 12 MOS.) | 42. LEAVE CAT. CODE | 43. FEDERAL TAX DATA: FORM EXECUTED (1 = YES, 2 = NO) CODE, NO. TAX EXEMPTIONS | 44. STATE TAX DATA: FORM EXECUTED (1 = YES, 2 = NO) CODE, NO. TAX EXEMP., STATE CODE |
|---|---|---|---|
| | | | |

| 45. POSITION CONTROL CERTIFICATION | 46. O.P. APPROVAL | DATE APPROVED |
|---|---|---|
| W. Kenney 03/12/62 | Walter Potts | 28 Feb 62 |

FORM 8-61 1152 USE PREVIOUS EDITION. SECRET (4)

SECRET
(When Filled In)

# REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 8 MAY 1962

| 1. SERIAL NUMBER | 2. NAME (Last-First-Middle) |
| --- | --- |
| 059198 | KENT, WILLIAM M. |

| 3. NATURE OF PERSONNEL ACTION | 4. EFFECTIVE DATE REQUESTED (MONTH / DAY / YEAR) | 5. CATEGORY OF EMPLOYMENT |
| --- | --- | --- |
| REASSIGNMENT | 05 / 18 / 62 | REGULAR |

| 6. FUNDS | | | 7. COST CENTER NO. CHARGEABLE | 8. LEGAL AUTHORITY (Completed by Office of Personnel) |
| --- | --- | --- | --- | --- |
| X V TO V | V TO CF | | 2235-1000-1000 | |
| CF TO V | CF TO CF | | | |

| 9. ORGANIZATIONAL DESIGNATIONS | 10. LOCATION OF OFFICIAL STATION |
| --- | --- |
| DDP WH<br>BRANCH 5<br>CA SECTION | WASHINGTON, D. C. |

| 11. POSITION TITLE | 12. POSITION NUMBER | 13. CAREER SERVICE DESIGNATION |
| --- | --- | --- |
| OPS OFFICER | [redacted]-892 | D |

| 14. CLASSIFICATION SCHEDULE (GS, LB, etc.) | 15. OCCUPATIONAL SERIES | 16. GRADE AND STEP | 17. SALARY OR RATE |
| --- | --- | --- | --- |
| GS | 0136.01 | 12 3 | ~~9215~~ 9475 |

18. REMARKS

FROM: DDP/WH/3/CARIBBEAN SEC/BA-858/D. C. (unass)

STAFFING COMPLEMENT CHANGE.

rs

| 18A. SIGNATURE OF REQUESTING OFFICIAL | DATE SIGNED | 18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER | DATE SIGNED |
| --- | --- | --- | --- |
| P C Bowers<br>P. C. BOWERS C/WH/PERSONNEL | | Orville C. Drawn | |

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

| 19. ACTION CODE | 20. EMPLOY. CODE | 21. OFFICE CODING (NUMERIC) | 21. OFFICE CODING (ALPHABETIC) | 22. STATION CODE | 23. INTEGREE CODE | 24. HOURS CODE | 25. DATE OF BIRTH (MO. DA. YR.) | 26. DATE OF GRADE | 27. DATE OF LEI |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 37 | 10 | 64470 | WH | | | 1 | 05 09 29 | | |

28. NTE EXPIRES (MO. DA. YR.) | 29. SPECIAL REFERENCE | 30. RETIREMENT DATA (1 = CSC, 2 = FICA, 3 = NONE) CODE | 31. SEPARATION DATA CODE | 32. CORRECTION/CANCELLATION DATA (TYPE, MO. DA. YR.) | EOD DATA | 33. SECURITY REQ. NO. | 34. SEX

35. VET. PREFERENCE (CODE; 0 = NONE, 1 = 5 PT., 2 = 10 PT.) | 36. SERV. COMP. DATE (MO. DA. YR.) | 37. LONG. COMP. DATE (MO. DA. YR.) | 38. MIL. SERV. CREDIT FICO (1 = YES, 2 = NO) CODE | 39. FEGLI / HEALTH INSURANCE (CODE; 0 = WAIVER, 1 = REG.; HEALTH INS. CODE) | 40. SOCIAL SECURITY NO.

41. PREVIOUS GOVERNMENT SERVICE DATA (CODE; 0 = NO PREVIOUS SERVICE, 1 = NO BREAK IN SERVICE, 2 = BREAK IN SERVICE (LESS THAN 12 MOS), 3 = BREAK IN SERVICE (MORE THAN 12 MOS)) | 42. LEAVE CAT. CODE | 43. FEDERAL TAX DATA (FORM EXECUTED 1 = YES, 2 = NO; CODE; NO. TAX EXEMPTIONS) | 44. STATE TAX DATA (FORM EXECUTED 1 = YES, 2 = NO; CODE; NO. TAX EXEMP.; STATE CODE)

| 45. POSITION CONTROL CERTIFICATION | 46. O.P. APPROVAL | DATE APPROVED |
| --- | --- | --- |
| W. Kearney 05/17/62 | Orville C. Drawn | |

FORM 1152 USE PREVIOUS EDITION.

SECRET

(4)

SECRET
(When Filled In)

# REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 26 November 1962

| 1. SERIAL NUMBER | 2. NAME (Last-First-Middle) |
|---|---|
| 059198 | KENT, WILLIAM M. |

| 3. NATURE OF PERSONNEL ACTION | 4. EFFECTIVE DATE REQUESTED (MONTH / DAY / YEAR) | 5. CATEGORY OF EMPLOYMENT |
|---|---|---|
| REASSIGNMENT | 11 / 30 / 62 | REGULAR |

| 6. FUNDS | | | | 7. COST CENTER NO. CHARGEABLE | 8. LEGAL AUTHORITY (Completed by Office of Personnel) |
|---|---|---|---|---|---|
| X | V TO V | | V TO CF | 3235 1000 1000 | |
| | CF TO V | | CF TO CF | | |

| 9. ORGANIZATIONAL DESIGNATIONS | 10. LOCATION OF OFFICIAL STATION |
|---|---|
| DDP WH<br>BRANCH 2<br>URUGUAY/PARAGUAY SECTION | WASHINGTON, D. C. |

| 11. POSITION TITLE | 12. POSITION NUMBER | 13. CAREER SERVICE DESIGNATION |
|---|---|---|
| OPS OFFICER | [illegible]0970 | D |

| 14. CLASSIFICATION SCHEDULE (GS, LB, etc.) | 15. OCCUPATIONAL SERIES | 16. GRADE AND STEP | 17. SALARY OR RATE |
|---|---|---|---|
| GS | 0136.01 | 12 3 | $10,105 |

18. REMARKS

FROM: DDP/WH/5/CA Sec/892/Hqs tray 4

Recorded by CSPD [signature]

| 18A. SIGNATURE OF REQUESTING OFFICIAL | DATE SIGNED | 18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER | DATE SIGNED |
|---|---|---|---|
| R. C. Bowers<br>R. C. BOWERS C/WH/Personnel | 26 Nov 62 | O. C. Dawson | |

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

| 19. ACTION CODE | 20. EMPLOY. CODE | 21. OFFICE CODING NUMERIC | ALPHABETIC | 22. STATION CODE | 23. INTEGREE CODE | 24. HQTRS. CODE | 25. DATE OF BIRTH (MO. DA. YR.) | 26. DATE OF GRADE (MO. DA. YR.) | 27. DATE OF LEI (MO. DA. YR.) |
|---|---|---|---|---|---|---|---|---|---|
| 37 | 10 | 64350 | WH | | | 1 | 05 07 29 | | |

| 28. NTE EXPIRES (MO. DA. YR.) | 29. SPECIAL REFERENCE | 30. RETIREMENT DATA (1 = CSC, 2 = FICA, 3 = NONE) CODE | 31. SEPARATION DATA CODE | 32. CORRECTION/CANCELLATION DATA (YR. / MO. DA. YR.) | 33. SECURITY REQ. NO. | 34. SEX |
|---|---|---|---|---|---|---|
| | | | | EOD DATA | | |

| 35. VET. PREFERENCE CODE (0 = NONE, 1 = 5 PT., 2 = 10 PT.) | 36. SERV. COMP. DATE (MO. DA. YR.) | 37. LONG. COMP. DATE (MO. DA. YR.) | 38. CAREER CATEGORY (CAR/RESV, PROV/TEMP) CODE | 39. FEGLI / HEALTH INSURANCE (CODE; 0 = WAIVED, 1 = YES; HEALTH INS. CODE) | 40. SOCIAL SECURITY NO. |
|---|---|---|---|---|---|
| | | | | | |

| 41. PREVIOUS GOVERNMENT SERVICE DATA CODE (0 = NO PREVIOUS SERVICE, 1 = NO BREAK IN SERVICE, 2 = BREAK IN SERVICE (LESS THAN 3 YRS), 3 = BREAK IN SERVICE (MORE THAN 3 YRS)) | 42. LEAVE CAT. CODE | 43. FEDERAL TAX DATA (FORM EXECUTED 1 = YES, 2 = NO; CODE; NO. TAX EXEMPTIONS) | 44. STATE TAX DATA (FORM EXECUTED 1 = YES, 2 = NO; CODE; NO. TAX EXEMP.; STATE CODE) |
|---|---|---|---|
| | | | |

| 45. POSITION CONTROL CERTIFICATION | 46. O.P. APPROVAL | DATE APPROVED |
|---|---|---|
| W. Kearney 11/30/62 | O. C. Dawson | |

FORM 4-62 1152 OBSOLETE PREVIOUS EDITION AND FORM 1152A. (4)

SECRET

GROUP 1 EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

92 11-30

SECRET
(When Filled In)

| REQUEST FOR PERSONNEL ACTION | DATE PREPARED: 5 JUNE 1963 |
|---|---|

| 1. SERIAL NUMBER | 2. NAME (Last-First-Middle) |
|---|---|
| [redacted]59198 ✓ | KENT, WILLIAM M. ✓ |

| 3. NATURE OF PERSONNEL ACTION | 4. EFFECTIVE DATE REQUESTED (Month / Day / Year) | 5. CATEGORY OF EMPLOYMENT |
|---|---|---|
| REASSIGNMENT | 08 / / 63 | REGULAR |

| 6. FUNDS | | | 7. COST CENTER NO. CHARGEABLE | 8. LEGAL AUTHORITY (Completed by Office of Personnel) |
|---|---|---|---|---|
| X | V TO V | V TO CF | 4235 1000 1000 | |
| | CF TO V | CF TO CF | | |

| 9. ORGANIZATIONAL DESIGNATIONS | 10. LOCATION OF OFFICIAL STATION |
|---|---|
| DDP/WH<br>PLANS & OPERATIONS STAFF<br>(SECTION B) | WASHINGTON, D.C. |

| 11. POSITION TITLE | 12. POSITION NUMBER | 13. CAREER SERVICE DESIGNATION |
|---|---|---|
| OPS OFFICER | [redacted]-645 | D |

| 14. CLASSIFICATION SCHEDULE (GS, LB, etc.) | 15. OCCUPATIONAL SERIES | 16. GRADE AND STEP | 17. SALARY OR RATE |
|---|---|---|---|
| GS | 0136.01 | 13 1 | $11,150 ✓ |

18. REMARKS

FROM: DDP/WH/2/URUGUAY/PARAGUAY SECT/970/Hqs Tray 2A

Recorded by CSPD

| 18A. SIGNATURE OF REQUESTING OFFICIAL | DATE SIGNED | 18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER | DATE SIGNED |
|---|---|---|---|
| Henry [illegible] for ROBERT D. CASHMAN C/WH/PERS | 1 Aug 63 | Paul R Wilson | |

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

| 19. ACTION CODE | 20. EMPLOYEE CODE | 21. OFFICE CODING (NUMERIC) | (ALPHABETIC) | 22. STATION CODE | 23. INTEGREE CODE | 24. HEADQTRS CODE | 25. DATE OF BIRTH (MO. DA. YR.) | 26. DATE OF GRADE | 27. DATE OF LSI |
|---|---|---|---|---|---|---|---|---|---|
| 37 | 10 | 64075 | WH | 75013 | | 1 | 05 09 29 | | |

| 28. NTE EXPIRES | 29. SPECIAL REFERENCE | 30. RETIREMENT DATA | 31. SEPARATION DATA CODE | 32. CORRECTION/CANCELLATION DATA | | 33. SECURITY REQ. NO. | 34. SEX |
|---|---|---|---|---|---|---|---|
| | | 1 - CSC<br>2 - FICA<br>3 - NONE | | | EOD DATA | | |

| 35. VET. PREFERENCE | 36. SERV. COMP. DATE | 37. LONG. COMP. DATE | 38. CAREER CATEGORY | 39. FEGLI / HEALTH INSURANCE | 40. SOCIAL SECURITY NO. |
|---|---|---|---|---|---|
| 0 - NONE<br>1 - 5 PT.<br>2 - 10 PT. | | | CAR/RESV<br>PROV/TEMP | 0 - WAIVER<br>1 - YES | |

| 41. PREVIOUS GOVERNMENT SERVICE DATA | 42. LEAVE CAT. CODE | 43. FEDERAL TAX DATA | 44. STATE TAX DATA |
|---|---|---|---|
| 0 - NO PREVIOUS SERVICE<br>1 - NO BREAK IN SERVICE<br>2 - BREAK IN SERVICE LESS THAN 3 YRS<br>3 - BREAK IN SERVICE MORE THAN 3 YRS | | | |

| 45. POSITION CONTROL CERTIFICATION | 46. O.P. APPROVAL | DATE APPROVED |
|---|---|---|
| J. Kearney 08/09/63 | Paul R Wilson | 6 Aug 63 |

FORM 4-62 1152 OBSOLETE PREVIOUS EDITION AND FORM 1152A

SECRET

GROUP 1 EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

(4)

SECRET
(When Filled In)

## REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 20 JUNE 1963

| | |
|---|---|
| 1. SERIAL NUMBER | [redacted]59198 |
| 2. NAME (Last-First-Middle) | KENT, WILLIAM M. |
| 3. NATURE OF PERSONNEL ACTION | PROMOTION |
| 4. EFFECTIVE DATE REQUESTED (MONTH DAY YEAR) | 06 23 63 |
| 5. CATEGORY OF EMPLOYMENT | REGULAR |
| 6. FUNDS | X V TO V / CF TO V / V TO CF / CF TO CF |
| 7. COST CENTER NO. CHARGEABLE | 3235 1000 1000 |
| 8. LEGAL AUTHORITY (Completed by Office of Personnel) | |
| 9. ORGANIZATIONAL DESIGNATIONS | DDP/WH<br>BRANCH 2<br>URUGUAY, PARAGUAY SECTION |
| 10. LOCATION OF OFFICIAL STATION | WASHINGTON, D.C. |
| 11. POSITION TITLE | OPS OFFICER |
| 12. POSITION NUMBER | [redacted] 970 |
| 13. CAREER SERVICE DESIGNATION | D |
| 14. CLASSIFICATION SCHEDULE (GS, LB, etc.) | GS |
| 15. OCCUPATIONAL SERIES | 0136.01 |
| 16. GRADE AND STEP | 13 1 |
| 17. SALARY OR RATE | $ 11,150 |

2A

18. REMARKS

FROM: SAME

Recorded by CSPD

| 18A. SIGNATURE OF REQUESTING OFFICIAL | DATE SIGNED | 18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER | DATE SIGNED |
|---|---|---|---|
| ROBERT D. CASHMAN C/WH/PERS | 6/20/63 | Paul R Wilson | 20 June 63 |

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

| 19. ACTION CODE | 20. EMPLOY. CODE | 21. OFFICE CODING NUMERIC | 21. OFFICE CODING ALPHABETIC | 22. STATION CODE | 23. INTEGREE CODE | 24. HOUSING CODE | 25. DATE OF BIRTH (MO. DA. YR.) | 26. DATE OF GRADE | 27. DATE OF LEI |
|---|---|---|---|---|---|---|---|---|---|
| 22 | 10 | 64350 | WH | 75013 | | 1 | 05 09 29 | | |

28. NTE EXPIRES (MO. DA. YR.) | 29. SPECIAL REFERENCE | 30. RETIREMENT DATA (1 = CSC, 2 = FICA, 3 = NONE) CODE | 31. SEPARATION DATA CODE | 32. CORRECTION/CANCELLATION DATA (TYPE, MO. DA. YR.) | EOD DATA | 33. SECURITY REQ. NO. | 34. SEX

35. VET. PREFERENCE (CODE; 0 = NONE, 1 = 5 PT., 2 = 10 PT.) | 36. SERV. COMP. DATE (MO. DA. YR.) | 37. LONG. COMP. DATE (MO. DA. YR.) | 38. CAREER CATEGORY (CAREER/RESV, PROV-TEMP) CODE | 39. FEGLI / HEALTH INSURANCE (CODE; 0 = WAIVED, 1 = YES; HEALTH INS. CODE) | 40. SOCIAL SECURITY NO.

41. PREVIOUS GOVERNMENT SERVICE DATA (CODE; 0 = NO PREVIOUS SERVICE, 1 = NO BREAK IN SERVICE, 2 = BREAK IN SERVICE LESS THAN 3 DAYS, 3 = BREAK IN SERVICE MORE THAN 3 DAYS) | 42. LEAVE CAT. CODE | 43. FEDERAL TAX DATA (FORM EXECUTED 1 = YES, 2 = NO; CODE; NO. TAX EXEMPTIONS) | 44. STATE TAX DATA (FORM EXECUTED 1 = YES, 2 = NO; CODE; NO. TAX EXEMP.; STATE CODE)

| 45. POSITION CONTROL CERTIFICATION | 46. O.P. APPROVAL | DATE APPROVED |
|---|---|---|
| J. T. Kearney 06/24/63 | Paul R Wilson | 20 June 63 |

FORM 4.62 1152 OBSOLETE PREVIOUS EDITION AND FORM 1152A.

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

(4)

SECRET
(When Filled In)

# REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 5 JANUARY 1965

| 1. SERIAL NUMBER | 2. NAME (Last-First-Middle) |
|---|---|
| 059198 | KENT, WILLIAM M. |

| 3. NATURE OF PERSONNEL ACTION | 4. EFFECTIVE DATE REQUESTED (MONTH / DAY / YEAR) | 5. CATEGORY OF EMPLOYMENT |
|---|---|---|
| REASSIGNMENT | 01 / / 65 | REGULAR |

| 6. FUNDS | V TO V | V TO CF | 7. COST CENTER NO. CHARGEABLE | 8. LEGAL AUTHORITY (Completed by Office of Personnel) |
|---|---|---|---|---|
| XX | CF TO V | CF TO CF | 5235-0620 | |

| 9. ORGANIZATIONAL DESIGNATIONS | 10. LOCATION OF OFFICIAL STATION |
|---|---|
| DDP WH<br>PLANS & OPERATIONS STAFF<br>SECTION B | WASH., D. C. |

37
G

| 11. POSITION TITLE | 12. POSITION NUMBER | 13. CAREER SERVICE DESIGNATION |
|---|---|---|
| OPS OFFICER | 0646 | D |

| 14. CLASSIFICATION SCHEDULE (GS, LB, etc.) | 15. OCCUPATIONAL SERIES | 16. GRADE AND STEP | 17. SALARY OR RATE |
|---|---|---|---|
| GS | 0136.01 | 13 2 | ~~12075~~ 12,495 |

18. REMARKS

FROM: (SAME tray)

SLOTTING CHANGE

Recorded by CSPD
CK

| 18A. SIGNATURE OF REQUESTING OFFICIAL | DATE SIGNED | 18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER | DATE SIGNED |
|---|---|---|---|
| R. D. CASHMAN C/WH/PERS | 1/6/64 | A. Busby | 1-8-65 |

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

| 19. ACTION CODE | 20. EMPLOY CODE | 21. OFFICE CODING NUMERIC | ALPHABETIC | 22. STATION CODE | 23. INTEGREE CODE | 24. HQQTRS. CODE | 25. DATE OF BIRTH MO. DA. YR. | 26. DATE OF GRADE | 27. DATE OF LEI |
|---|---|---|---|---|---|---|---|---|---|
| 37 | 10 | 510255 | WH | 1150.3 | | 1 | 05 09 29 | | |

| 28. NTE EXPIRES MO. DA. YR. | 29. SPECIAL REFERENCE | 30. RETIREMENT DATA (1—CSC, 3—FICA, 5—NONE) CODE | 31. SEPARATION DATA CODE | 32. CORRECTION CANCELLATION DATA TYPE MO. DA. YR. | EOD DATA | 33. SECURITY REQ. NO. | 34. SEX |
|---|---|---|---|---|---|---|---|
| | | | | | | | |

| 35. VET. PREFERENCE CODE (0—NONE, 1—5 PT., 2—10 PT.) | 36. SERV. COMP. DATE MO. DA. YR. | 37. LONG. COMP. DATE MO. DA. YR. | 38. CAREER CATEGORY (CAR-RESV, PROV. TEMP) CODE | 39. FEGLI / HEALTH INSURANCE CODE (0—WAIVER, 1—YES) HEALTH INS. CODE | 40. SOCIAL SECURITY NO. |
|---|---|---|---|---|---|
| | | | | | |

| 41. PREVIOUS GOVERNMENT SERVICE DATA CODE (0—NO PREVIOUS SERVICE; 1—NO BREAK IN SERVICE; 2—BREAK IN SERVICE (LESS THAN 3 YEARS); 3—BREAK IN SERVICE (MORE THAN 3 YEARS)) | 42. LEAVE CAT CODE | 43. FEDERAL TAX DATA: FORM EXECUTED (1—YES, 2—NO) CODE, NO. TAX EXEMPTIONS | 44. STATE TAX DATA: FORM EXECUTED (1—YES, 2—NO) CODE, NO. TAX EXEMP, STATE CODE |
|---|---|---|---|
| | | | |

| 45. POSITION CONTROL CERTIFICATION | 46. O.P. APPROVAL | DATE APPROVED |
|---|---|---|
| W. Kearney 01/08/65 | A. Busby | 1-8-65 |

FORM 6-63 1152 USE PREVIOUS EDITION

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

14

SECRET
(When Filled In)

## REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 20 DECEMBER 1965

| | |
|---|---|
| 1. SERIAL NUMBER | 059198 |
| 2. NAME (Last-First-Middle) | KENT, WILLIAM M. |
| 3. NATURE OF PERSONNEL ACTION | REASSIGNMENT |
| 4. EFFECTIVE DATE REQUESTED (MONTH / DAY / YEAR) | 12 / 19 / 65 |
| 5. CATEGORY OF EMPLOYMENT | REGULAR |
| 6. FUNDS | X V TO V; CF TO V; V TO CF; CF TO CF |
| 7. COST CENTER NO. CHARGEABLE | 6235 - 0620 |
| 8. LEGAL AUTHORITY (Completed by Office of Personnel) | |
| 9. ORGANIZATIONAL DESIGNATIONS | DDP/WH OPERATIONS STAFF PLANS & OPS SECTION B |
| 10. LOCATION OF OFFICIAL STATION | WASHINGTON, D. C. |
| 11. POSITION TITLE | OPS OFFICER (GS-13) |
| 12. POSITION NUMBER | 0646 |
| 13. CAREER SERVICE DESIGNATION | D |
| 14. CLASSIFICATION SCHEDULE (GS, LB, etc.) | GS |
| 15. OCCUPATIONAL SERIES | 0136.01 |
| 16. GRADE AND STEP | 13 3 |
| 17. SALARY OR RATE | $ 13,380 |

18. REMARKS

FROM: 0645

Recorded by CSPD

| 18A. SIGNATURE OF REQUESTING OFFICIAL | DATE SIGNED | 18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER | DATE SIGNED |
|---|---|---|---|
| ROBERT D. CASHMAN C/WH/Personnel | 20 Dec 65 | [signature] | 12/22/65 |

**SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL**

| 19. ACTION CODE | 20. EMPLOY CODE | 21. OFFICE CODING (NUMERIC / ALPHABETIC) | 22. STATION CODE | 23. INTEGREE CODE | 24. HDQTRS. CODE | 25. DATE OF BIRTH (MO. DA. YR.) | 26. DATE OF GRADE | 27. DATE OF LEI |
|---|---|---|---|---|---|---|---|---|
| 37 | 11 | [illegible] | | | 1 | 05 09 29 | | |

28. RTE EXPIRES; 29. SPECIAL REFERENCE; 30. RETIREMENT DATA (1—CSC, 3—FICA, 5—NONE; CODE); 31. SEPARATION DATA CODE; 32. CORRECTION/CANCELLATION DATA (TYPE, MO., DA., YR.); EOD DATA; 33. SECURITY REQ. NO.; 34. SEX

35. VET. PREFERENCE (CODE: 0—NONE, 1—5 PT., 2—10 PT.); 36. SERV. COMP. DATE; 37. LONG. COMP. DATE; 38. CAREER CATEGORY (CAR. RESV, PROV. TEMP; CODE); 39. FEGLI/HEALTH INSURANCE (CODE: 0—WAIVER, 1—YES; HEALTH INS. CODE); 40. SOCIAL SECURITY NO.

41. PREVIOUS GOVERNMENT SERVICE DATA (CODE: 0—NO PREVIOUS SERVICE, 1—NO BREAK IN SERVICE, 2—BREAK IN SERVICE (LESS THAN 3 YEARS), 3—BREAK IN SERVICE (MORE THAN 3 YEARS)); 42. LEAVE CAT. CODE; 43. FEDERAL TAX DATA (FORM EXECUTED 1—YES 2—NO; CODE; NO. TAX EXEMPTIONS); 44. STATE TAX DATA (FORM EXECUTED 1—YES 2—NO; CODE; NO. TAX EXEMP.; STATE CODE)

| 45. POSITION CONTROL CERTIFICATION | 46. C.P. APPROVAL | DATE APPROVED |
|---|---|---|
| 12 23 [initials] | [signature] | 12-28-65 |

FORM 4-63 1152 USE PREVIOUS EDITION

SECRET

GROUP 1 EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

14

SECRET
(When Filled In)

# REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 17 JUNE 1966

| 1. SERIAL NUMBER | 2. NAME (Last-First-Middle) |
|---|---|
| 059198 | KENT, WILLIAM M. |

| 3. NATURE OF PERSONNEL ACTION | 4. EFFECTIVE DATE REQUESTED (MONTH / DAY / YEAR) | 5. CATEGORY OF EMPLOYMENT |
|---|---|---|
| RESIGNATION | 07 / 30 / 66 | REGULAR |

6. FUNDS: X V TO V; CF TO V; V TO CF; CF TO CF

7. COST CENTER NO. CHARGEABLE: 6235 0620

8. LEGAL AUTHORITY (Completed by Office of Personnel)

| 9. ORGANIZATIONAL DESIGNATIONS | 10. LOCATION OF OFFICIAL STATION |
|---|---|
| DDP/WH<br>PLANS AND OPERATIONS STAFF<br>SECTION B | WASH., D.C. |

| 11. POSITION TITLE | 12. POSITION NUMBER | 13. CAREER SERVICE DESIGNATION |
|---|---|---|
| OPS OFFICER | 0646 | D |

| 14. CLASSIFICATION SCHEDULE (GS, LB, etc.) | 15. OCCUPATIONAL SERIES | 16. GRADE AND STEP | 17. SALARY OR RATE |
|---|---|---|---|
| GS | 0136.01 | 13 ~~4~~ 5 | $ ~~13775~~ ~~13330~~ 14,665 |

18. REMARKS

FROM: SAME

Recorded by CSPD

1 - ~~Security~~ Security
1 - Finance

18A. SIGNATURE OF REQUESTING OFFICIAL: Robert D. Cashman C/WH/Pers — DATE SIGNED: 6/20/66

18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER — DATE SIGNED: 8 July 66

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE: 45
20. EMPLOY. CODE: 10
21. OFFICE CODING (NUMERIC / ALPHABETIC)
22. STATION CODE
23. INTEGREE CODE
24. HQDTPS CODE: 1
25. DATE OF BIRTH (MO. DA. YR.): 05 09 29
26. DATE OF GRADE
27. DATE OF LEI
28. NTE EXPIRES
29. SPECIAL REFERENCE
30. RETIREMENT DATA (1—CSC, 3—FICA, 5—NONE) CODE: 1
31. SEPARATION DATA CODE: 30 0091
32. CORRECTION/CANCELLATION DATA
EOD DATA
33. SECURITY REQ. NO.
34. SEX
35. VET PREFERENCE (0—NONE, 1—5 PT., 2—10 PT.)
36. SERV. COMP. DATE
37. LONG COMP. DATE
38. CAREER CATEGORY (CAR/RESV, PROV/TEMP)
39. FEGLI/HEALTH INSURANCE (0—WAIVER, 1—YES; HEALTH INS. CODE)
40. SOCIAL SECURITY NO.
41. PREVIOUS GOVERNMENT SERVICE DATA (0—NO PREVIOUS SERVICE; 1—NO BREAK IN SERVICE; 2—BREAK IN SERVICE (LESS THAN 3 YEARS); 3—BREAK IN SERVICE (MORE THAN 3 YEARS))
42. LEAVE CAT. CODE
43. FEDERAL TAX DATA (FORM EXECUTED 1—YES 2—NO; CODE; NO. TAX EXEMPTIONS)
44. STATE TAX DATA (FORM EXECUTED 1—YES 2—NO; CODE; NO. TAX EXEMP.; STATE CODE)

45. POSITION CONTROL CERTIFICATION: 080566 [illegible]

46. O.P. APPROVAL — DATE APPROVED: 8/3/66

FORM 1152 USE PREVIOUS EDITION

SECRET

GROUP 1 EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

(4)

SECRET
(When Filled In)

XXB

# REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 17 JUNE 1966

| 1. SERIAL NUMBER | 2. NAME (Last-First-Middle) |
|---|---|
| 059198 | [redacted] Kent, William M. |

| 3. NATURE OF PERSONNEL ACTION | 4. EFFECTIVE DATE REQUESTED | 5. CATEGORY OF EMPLOYMENT |
|---|---|---|
| Appointment Career EXCEPTED [redacted] | MONTH 07 DAY 31 YEAR 66 | Regular [redacted] |

| 6. FUNDS | | | 7. COST CENTER NO. CHARGEABLE | 8. LEGAL AUTHORITY (Completed by Office of Personnel) |
|---|---|---|---|---|
| V TO V | [redacted] | V TO CF | 7135 0630 | |
| CF TO V | X | CF TO CF | | |

| 9. ORGANIZATIONAL DESIGNATIONS | 10. LOCATION OF OFFICIAL STATION |
|---|---|
| DDP/WH Project Annex US FIELD JMPOPLAR-12 | NEW ORLEANS, [redacted]. LOUISIANA |

| 11. POSITION TITLE | 12. POSITION NUMBER | 13. CAREER SERVICE DESIGNATION |
|---|---|---|
| OPS OFFICER | [redacted] 8001 | D |

| 14. CLASSIFICATION SCHEDULE (GS, LB, etc.) | 15. OCCUPATIONAL SERIES | 16. GRADE AND STEP | 17. SALARY OR RATE |
|---|---|---|---|
| GS | 0136.01 | 13 ~~3~~ 5 | $ ~~13380~~ 14,665 [redacted] |

18. REMARKS

~~XXXXX~~

THE ABOVE POSITION IS BEING TRANSFERRED TO THE US FIELD TO ACCOMODATE SUBJECT.

C-12-54

1 - Finance
1 - Security

| 18A. SIGNATURE OF REQUESTING OFFICIAL | DATE SIGNED | 18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER | DATE SIGNED |
|---|---|---|---|
| Robert D. Cashman C/WH/Pers | 6/28/66 | D. Collins | 7 July '66 |

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

| 19. ACTION CODE | 20. EMPLOY. CODE | 21. OFFICE CODING NUMERIC | ALPHABETIC | 22. STATION CODE | 23. INTEGREE CODE | 24. HDQTRS. CODE | 25. DATE OF BIRTH MO. DA. YR. | 26. DATE OF GRADE MO. DA. YR. | 27. DATE OF LEI MO. DA. YR. |
|---|---|---|---|---|---|---|---|---|---|
| 13 | 10 | 51800 | WH | 75033 | | 2 | 05 09 29 | 06 23 63 | 06 19 66 |

| 28. NTE EXPIRES MO. DA. YR. | 29. SPECIAL REFERENCE | 30. RETIREMENT DATA (1—CSC 3—FICA 5—NONE) CODE | 31. SEPARATION DATA CODE | 32. CORRECTION/CANCELLATION DATA TYPE MO. DA. YR. | EOD DATA | 33. SECURITY REQ. NO. | 34. SEX |
|---|---|---|---|---|---|---|---|
| | | 1 | | | | 00000 | M |

| 35. VET. PREFERENCE CODE (0—NONE 1—5 PT. 2—10 PT.) | 36. SERV. COMP. DATE MO. DA. YR. | 37. LONG. COMP. DATE MO. DA. YR. | 38. CAREER CATEGORY (CAR/RESV PROV/TEMP) CODE | 39. FEGLI/HEALTH INSURANCE CODE (0—WAIVER 1—YES) | HEALTH INS. CODE | 40. SOCIAL SECURITY NO. |
|---|---|---|---|---|---|---|
| 1 | 07 03 50 | 01 02 52 | C | 1 | — | — |

| 41. PREVIOUS GOVERNMENT SERVICE DATA CODE (0—NO PREVIOUS SERVICE 1—NO BREAK IN SERVICE 2—BREAK IN SERVICE (LESS THAN 3 YEARS) 3—BREAK IN SERVICE (MORE THAN 3 YEARS)) | 42. LEAVE CAT. CODE | 43. FEDERAL TAX DATA FORM EXECUTED (1—YES 2—NO) | CODE | NO. TAX EXEMPTIONS | 44. STATE TAX DATA FORM EXECUTED (1—YES 2—NO) | CODE | NO. TAX EXEMP. | STATE CODE |
|---|---|---|---|---|---|---|---|---|
| 1 | 8 | | C | NO | — | — | — | — |

| 45. POSITION CONTROL CERTIFICATION | 46. O.P. APPROVAL | DATE APPROVED |
|---|---|---|
| 080966 N | Doris H. Lutterberger | 11 July 66 |

FORM 1152 USE PREVIOUS EDITION

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

(4)

SECRET

STANDARD FORM 52
PROMULGATED BY THE U. S. CIVIL SERVICE COMMISSION JANUARY 1951—FEDERAL PERSONNEL MANUAL CHAPTER R1

# REQUEST FOR PERSONNEL ACTION

UNVOUCHERED

**REQUESTING OFFICE: Fill in items 1 through 12 and A through D *except 6B and 7* unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.**

| 1. NAME (Mr.—Miss—Mrs.—One given name, initial(s), and surname) | 2. DATE OF BIRTH | 3. REQUEST NO. | 4. DATE OF REQUEST |
|---|---|---|---|
| Mr. William M. Kent [redacted] | 9 May 1929 | | 28 Jun 56 |

5. NATURE OF ACTION REQUESTED:
A. PERSONNEL (Specify whether appointment, promotion, separation, etc.)
Resignation (Staff Agent)*

B. POSITION (Specify whether establish, change grade or title, etc.)

6. EFFECTIVE DATE
A. PROPOSED:
B. APPROVED: OCT 7 1956

7. C. S. OR OTHER LEGAL AUTHORITY

| FROM— | | TO— |
|---|---|---|
| I.O. (FI) BAF-277.01 | 8. POSITION TITLE AND NUMBER | |
| GS-0136.51-11 $6390.00 p.a. eff 10 Aug 56 | 9. SERVICE, GRADE, AND SALARY | |
| DDP/WH<br>Branch III<br>Panama City, Panama Station | 10. ORGANIZATIONAL DESIGNATIONS | |
| Panama City, Panama | 11. HEADQUARTERS | |
| [X] FIELD [ ] DEPARTMENTAL (DI) | 12. FIELD OR DEPARTMENTAL | [ ] FIELD [ ] DEPARTMENTAL |

A. REMARKS (Use reverse if necessary)
* To ~~seek other employment.~~ Be CONVERTED to STAFF Employee

B. REQUESTED BY (Name and title) C/WH

C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)
J. KOFLANOVICH X-8242

D. REQUEST APPROVED BY
Signature: Robert A. Shuls (wmdt)
Title: FI/CMO 24 July 56

13. VETERAN PREFERENCE

| NONE | WWII | OTHER | 5-PT. | 10-POINT DISAB. | 10-POINT OTHER |
|---|---|---|---|---|---|
| | | | X | | |

14. POSITION CLASSIFICATION ACTION

| NEW | VICE | I. A. | REAL. |
|---|---|---|---|
| | | | |

SD-DI OK

| 15. SEX | 16. RACE | 17. APPROPRIATION | 18. SUBJECT TO C. S. RETIREMENT ACT (YES—NO) | 19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY) | 20. LEGAL RESIDENCE |
|---|---|---|---|---|---|
| M | W | FROM: 6-3525-55-051<br>TO: | | | [ ] CLAIMED [ ] PROVED<br>STATE: |

21. STANDARD FORM 50 REMARKS

| 22. CLEARANCES | INITIAL OR SIGNATURE | DATE | REMARKS: |
|---|---|---|---|
| A. | | | |
| B. CEIL. OR POS. CONTROL | [illegible] | 7/13/56 | |
| C. CLASSIFICATION | | | |
| D. PLACEMENT OR EMPL. | RKA | 7/26/56 | |
| E. | | | |
| F. APPROVED BY | Ross L. Luetscher | | |

SECRET

16—57329-2

SECRET

STANDARD FORM 52
PROMULGATED BY THE U. S. CIVIL SERVICE COMMISSION JANUARY 19__—FEDERAL PERSONNEL MANUAL CHAPTER R1

# REQUEST FOR PERSONNEL ACTION

VOUCHERED

**REQUESTING OFFICE: Fill in items 1 through 12 and A through D *except 6B and 7* unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.**

| 1. NAME (Mr.—Miss—Mrs.—One given name, initial(s), and surname) | 2. DATE OF BIRTH | 3. REQUEST NO. | 4. DATE OF REQUEST |
|---|---|---|---|
| Mr. William M. KENT | 9 May 1929 | | 28 Jun 56 |

5. NATURE OF ACTION REQUESTED:
A. PERSONNEL (Specify whether appointment, promotion, separation, etc.)
**Excepted Appointment**

B. POSITION (Specify whether establish, change grade or title, etc.)

6. EFFECTIVE DATE
A. PROPOSED:
B. APPROVED: 8 Oct 56

7. C.S. OR OTHER LEGAL AUTHORITY

| FROM— | | TO— |
|---|---|---|
| | 8. POSITION TITLE AND NUMBER | Area Ops Officer BA -322-11 |
| | 9. SERVICE, GRADE, AND SALARY | GS-0136.01-11 $6390.00 p.a. |
| | 10. ORGANIZATIONAL DESIGNATIONS | DDP/WH<br>Branch III<br>Cuba Section |
| | 11. HEADQUARTERS | Washington, D. C. 12 |
| ☐ FIELD ☐ DEPARTMENTAL | 12. FIELD OR DEPARTMENTAL | ☐ FIELD ☒ DEPARTMENTAL (D) |

A. REMARKS (Use reverse if necessary)

B. REQUESTED BY (Name and title)
[signature] C/WH

C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)
J. KOFLANOVICH X-8242

D. REQUEST APPROVED BY
Signature: Robert A. [signature] (wmd) / R W Adams
Title: CS/CSP

13. VETERAN PREFERENCE

| NONE | WWII | OTHER | 5-PT. | 10-POINT DISAB. | 10-POINT OTHER |
|---|---|---|---|---|---|
| | | | X | | |

14. POSITION CLASSIFICATION ACTION

| NEW | VICE | I. A. | RE... |
|---|---|---|---|
| | | | |

SD-DI OK

| 15. SEX | 16. RACE | 17. APPROPRIATION | 18. SUBJECT TO C. S. RETIREMENT ACT (YES—NO) | 19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY) | 20. LEGAL RESIDENCE |
|---|---|---|---|---|---|
| M | W | FROM:<br>TO: 6-3500-20 | Yes | | ☐ CLAIMED ☐ PROVED<br>STATE: |

21. STANDARD FORM 50 REMARKS

OFFICE/DIV [illegible]

10/9/56 [signature]
Date Position Con. Clk.

| 22. CLEARANCES | INITIAL OR SIGNATURE | DATE |
|---|---|---|
| A. | | |
| B. CEIL. OR POS. CONTROL | [initials] | 8/13/56 |
| C. CLASSIFICATION | | |
| D. PLACEMENT OR EMPL. | [initials] | 9 Aug 56 |
| E. | | |

REMARKS: Has not had BOC

F. APPROVED BY
Robert A. [signature]
D. Reedy 7/26/56

SECRET

16—57350-2

SECRET

*Classify According To Content.*

# REQUEST FOR PERSONNEL ACTION

| 1. Serial No. | 2. Name (Last-First-Middle) | 3. Date Of Birth (Mo/Da/Yr) | 4. Vet. Pref. (None-0, 5 Pt-1, 10 Pt-2) Code | 5. Sex | 6. CS - EOD (Mo/Da/Yr) |
|---|---|---|---|---|---|
| | MR WILLIAM M. KENT | 5 / 9 / 29 | 1 | M | |

| 7. SCD (Mo/Da/Yr) | 8. CSC Retmt. (Yes-1, No-2) Code | 9. CSC Or Other Legal Authority | 10. Apmt. Affidav. (Mo/Da/Yr) | 11. FEGLI (Yes-1, No-2) Code | 12. LCD (Mo/Da/Yr) | 13. Mil Serv. Credit. LCD (Yes-1, No-2) Code |
|---|---|---|---|---|---|---|
| | 1 | | | | | |

## PREVIOUS ASSIGNMENT

VOUCHERED

| 14. Organizational Designations | Code | 15. Location Of Official Station | Station Code |
|---|---|---|---|
| DDP/WH<br>Branch III<br>Cuba Section | | Washington, D.C. | |

| 16. Dept.- Field (Dept - X, Usfld-, Frgn -) | Code | 17. Position Title | 18. Position No. | 19. Serv. | 20. Occup. Series |
|---|---|---|---|---|---|
| X | | Area Ops Officer | 322 | GS | 0136.01 |

| 21. Grade & Step | 22. Salary Or Rate | 23. SD | 24. Date Of Grade (Mo/Da/Yr) | 25. PSI Due (Mo/Da/Yr) | 26. Appropriation Number |
|---|---|---|---|---|---|
| 11-1 | $ 6390 | DI | | | 8-3500-20 |

## ACTION

| 27. Nature Of Action | Code | 28. Eff. Date (Mo/Da/Yr) | 29. Type Of Employee | Code | 30. Separation Data |
|---|---|---|---|---|---|
| Resignation | | | Regular | | |

## PRESENT ASSIGNMENT

| 31. Organizational Designations | Code | 32. Location Of Official Station | Station Code |
|---|---|---|---|
| | | | |

| 33. Dept.- Field (Dept -, Usfld-, Frgn -) | Code | 34. Position Title | 35. Position No. | 36. Serv. | 37. Occup. Series |
|---|---|---|---|---|---|
| | | | | | |

| 38. Grade & Step | 39. Salary Or Rate | 40. SD | 41. Date Of Grade (Mo/Da/Yr) | 42. PSI Due (Mo/Da/Yr) | 43. Appropriation Number |
|---|---|---|---|---|---|
| | $ | | 07/01/56 | 12/29/57 | |

## SOURCE OF REQUEST

A. Requested By (Name And Title) P. C. BOWERS, WH/Personnel Officer

B. For Additional Information Call (Name & Telephone Ext.) H. C. MONTAGUE, X-8242

C. Request Approved By (Signature And Title)

## CLEARANCES

| Clearance | Signature | Date | Clearance | Signature | Date |
|---|---|---|---|---|---|
| A. Career Board | | 11/22/57 | D. Placement | | 11/22/57 |
| B. Pos. Control | | DEC 1957 | E. | | |
| C. Classification | | | F. Approved By | Robert W. Sheay | |

Remarks

To seek other employment

FORM 5-57 1152a

SECRET

(4)

SECRET

Classify According To Content.

# REQUEST FOR PERSONNEL ACTION

| 1. Serial No. | 2. Name (Last-First-Middle) | 3. Date Of Birth (Mo / Da / Yr) | 4. Vet. Pref. (None-0, 5 Pt-1, 10 Pt-2) Code | 5. Sex | 6. CS - EOD (Mo / Da / Yr) |
|---|---|---|---|---|---|
| | Kent, William M. [redacted] | 5 / 9 / 29 | 1 | M | |

| 7. SCD (Mo / Da / Yr) | 8. CSC Retmt. (Yes - 1, No - 2) Code | 9. CSC Or Other Legal Authority | 10. Apmt. Affidav. (Mo / Da / Yr) | 11. FEGLI (Yes-1, No-2) Code | 12. LCD (Mo / Da / Yr) | 13. Mil. Serv. Credit. LCD (Yes - 1, No - 2) Code |
|---|---|---|---|---|---|---|
| | 1 | | | | | |

## PREVIOUS ASSIGNMENT

| 14. Organizational Designations | Code | 15. Location Of Official Station | Station Code |
|---|---|---|---|
| | | | |

| 16. Dept.- Field (Dept - Usfld- Fran -) | Code | 17. Position Title | 18. Position No. | 19. Serv. | 20. Occup. Series |
|---|---|---|---|---|---|
| | | | | | |

| 21. Grade & Step | 22. Salary Or Rate | 23. SD | 24. Date Of Grade (Mo / Da / Yr) | 25. PSI Due (Mo / Da / Yr) | 26. Appropriation Number |
|---|---|---|---|---|---|
| | $ | | | | |

## ACTION

| 27. Nature Of Action | Code | 28. Eff. Date (Mo / Da / Yr) | 29. Type Of Employee | Code | 30. Separation Data |
|---|---|---|---|---|---|
| Excepted Appointment | | | ~~Staff Agent~~ Resident | | |

## PRESENT ASSIGNMENT

UNVOUCHERED

| 31. Organizational Designations | Code | 32. Location Of Official Station | Station Code |
|---|---|---|---|
| DDP/WH<br>Branch III<br>Havana, Cuba Station (DP) | | Havana, Cuba | 1.5 · DP |

| 33. Dept.- Field (Dept - Usfld- Fran -) | Code | 34. Position Title | 35. Position No. | 36. Serv. | 37. Occup. Series |
|---|---|---|---|---|---|
| x | | Operations Officer (PP) | 395-~~11~~ | GS | 0136.31 |

| 38. Grade & Step | 39. Salary Or Rate | 40. SD | 41. Date Of Grade (Mo / Da / Yr) | 42. PSI Due (Mo / Da / Yr) | 43. Appropriation Number |
|---|---|---|---|---|---|
| 11-1 | 6390<br>$ | DI | 07 / 01 / 56 | 12 / 29 / 57 | 8-3545-55-055 |

## SOURCE OF REQUEST

| A. Requested By (Name And Title) | C. Request Approved By (Signature And Title) |
|---|---|
| P. C. Bowers [signature]<br>P. C. BOWERS, WH/Personnel Officer | |
| B. For Additional Information Call (Name & Telephone Ext.)<br>H. C. MONTAGUE, X-8242 | |

## CLEARANCES

| Clearance | Signature | Date | Clearance | Signature | Date |
|---|---|---|---|---|---|
| A. Career Board | [signature] | 11/22/57 | D. Placement | [signature] | 11/22/57 |
| B. Pos. Control | [initials] | 11 DEC 1957 | E. | | |
| C. Classification | | | F. Approved By | | |

Remarks

Cancelled per memo from WH Division Eff 8 May 58 (attached)

FORM 5-57 1152a

SECRET

(4)

Classify According To Content.

SECRET

# REQUEST FOR PERSONNEL ACTION

| 1. Serial No. | 2. Name (Last-First-Middle) | 3. Date Of Birth Mo / Da / Yr | 4. Vet. Pref. None-0 5 Pt-1 10 Pt-2 Code | 5. Sex | 6. CS - EOD Mo / Da / Yr |
|---|---|---|---|---|---|
| | KENT, William M. | 5 / 9 / 29 | 1 | M | |

| 7. SCD Mo / Da / Yr | 8. CSC Retmt. Yes-1 No-2 Code | 9. CSC Or Other Legal Authority | 10. Apmt. Affidav. Mo / Da / Yr | 11. FEGLI Yes-1 No-2 Code | 12. LCD Mo / Da / Yr | 13. Mil. Serv. Credit. LCD Yes-1 No-2 Code |
|---|---|---|---|---|---|---|
| | 1 | | | / | | |

## PREVIOUS ASSIGNMENT

| 14. Organizational Designations | Code | 15. Location Of Official Station | Station Code |
|---|---|---|---|
| DDP/WH<br>Branch III<br>Cuba Section | | Washington, D.C. | |

| 16. Dept.- Field (Dept - Usfld- Frgn -) Code | 17. Position Title | 18. Position No. | 19. Serv. | 20. Occup. Series |
|---|---|---|---|---|
| X | Area Ops Officer | 322 | GS | 0136.01 |

| 21. Grade & Step | 22. Salary Or Rate | 23. SD | 24. Date Of Grade Mo / Da / Yr | 25. PSI Due Mo / Da / Yr | 26. Appropriation Number |
|---|---|---|---|---|---|
| 11-2 | $ ~~6605~~ 7270 | DI | | | 8-3500-20 |

## ACTION

| 27. Nature Of Action | Code | 28. Eff. Date Mo / Da / Yr | 29. Type Of Employee | Code | 30. Separation Data |
|---|---|---|---|---|---|
| REASSIGNMENT<br>Transfer from V to UV | 05 | 6 / 29 / 58 | REGULAR | 01 | |

## PRESENT ASSIGNMENT

| 31. Organizational Designations | Code | 32. Location Of Official Station | Station Code |
|---|---|---|---|
| DDP/WH<br>Branch I<br>Caracas, Venezuela Station | 4650 | Caracas, Venezuela | 77003 |

| 33. Dept.- Field (Dept - Usfld- Frgn -) Code | 34. Position Title | 35. Position No. | 36. Serv. | 37. Occup. Series |
|---|---|---|---|---|
| X | I.O. (FI) | ~~DDF~~-537-~~H~~ | GS | 0136.51 |

| 38. Grade & Step | 39. Salary Or Rate | 40. SD | 41. Date Of Grade Mo / Da / Yr | 42. PSI Due Mo / Da / Yr | 43. Appropriation Number |
|---|---|---|---|---|---|
| | $ | | 07 / 01 / 56 | 06 / 28 / 59 | 8-3588-55-066 |

## SOURCE OF REQUEST

| A. Requested By (Name And Title) | C. Request Approved By (Signature And Title) |
|---|---|
| P.C. BOWERS WH/Personnel Officer (signed) P.C. Bowers | 650 |
| B. For Additional Information Call (Name & Telephone Ext.) | |
| JOHN WASHINKO X 8242 | |

## CLEARANCES

| Clearance | Signature | Date | Clearance | Signature | Date |
|---|---|---|---|---|---|
| A. Career Board | C. Sayre | 6/16/58 | D. Placement | | |
| B. Pos. Control | [illegible] | 18 JUN 1958 | E. | | |
| C. Classification | | | F. Approved By | P. Bowers | 18 JUN 1958 |

Remarks W-4 + D-4 forms will be forwarded to UV payroll per Moreen-WH.
2 copies to Security.
Transfer from Vouchered to Unvouchered Funds. Sec. Conc by Knott 6/11/58 3/6/19

FORM 5-57 1152a (4)

SECRET

AS

NOTIFICATION OF PERSONNEL ACTION

| | | | |
|---|---|---|---|
| Mr. William M. Kent | 5-9-29 | FSA 6 | 6-26-58 |

| | | |
|---|---|---|
| Limited Appointment | 7/23/58 | Section 522.1<br>PL 724 79th as amended |

Political Officer

Assistant Attache

FSR-7 $6435

Caracas

X Regular

| | | |
|---|---|---|
| 5-pt<br>X | New<br>X | 1-1011-110 |

| | | | | |
|---|---|---|---|---|
| M | 9A-8011 | XCSC | 7/23/58 | VA. |

Execute SF-61a

Marital Status - Married - Three

Reserve Status - None

SECRET
(When Filled In)

# REQUEST FOR PERSONNEL ACTION

| DATE PREPARED Mo | Da | Yr | V to V | UV to V | V to UV | UV to UV |
|---|---|---|---|---|---|---|
| | | | | | | |

| 1. Serial No. | 2. Name (Last-First-Middle) | 3. Date of Birth Mo | Da | Yr | 4. Vet. Pref. (None-0, 5 Pt-1, 10 Pt-2) | Code | 5. Sex | 6. CS - EOD Mo | Da | Yr |
|---|---|---|---|---|---|---|---|---|---|---|
| | KENT, William M | 5 | 9 | 29 | X | / | M | | | |

| 7. SCD Mo | Da | Yr | 8. CSC Retmt. (Yes-1, No-2) | Code | 9. CSC Or Other Legal Authority | 10. Apmt. Affidav. Mo | Da | Yr | 11. FEGLI (Yes-1, No-2) | Code | 12. LCD Mo | Da | Yr | 13. MIL. SERV. CREDIT. LCD (Yes-1, No-2) | Code |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | 0 | | | | | | | | | | | |

## PREVIOUS ASSIGNMENT

| 14. Organizational Designations | Code | 15. Location Of Official Station | Station Code |
|---|---|---|---|
| DDP/WH<br>Branch I<br>Caracas, Venezuela Station | | Caracas, Venezuela | |

| 16. Dept.-Field (Dept-Usfld-Frgn) | Code | 17. Position Title | 18. Position No. | 19. Serv. | 20. Occup. Series |
|---|---|---|---|---|---|
| X | | IO/FI | 537 | GS | 0136.51 |

| 21. Grade & Step | 22. Salary Or Rate | 23. SD | 24. Date Of Grade Mo | Da | Yr | 25. PSI Due Mo | Da | Yr | 26. Appropriation Number |
|---|---|---|---|---|---|---|---|---|---|
| 11 2 | $ 7270 | DI | 10 | 08 | 56 | 06 | 28 | 59 | 9-3588-55-066 |

5

## ACTION

| 27. Nature Of Action | Code | 28. Eff. Date Mo | Da | Yr | 29. Type Of Employee | Code | 30. Separation Data |
|---|---|---|---|---|---|---|---|
| Integration<br>Department of State | 58 | 7 | 23 | 58 | Regular | OM | |

## PRESENT ASSIGNMENT

| 31. Organizational Designations | Code | 32. Location Of Official Station | Station Code |
|---|---|---|---|
| | 4650 | | 77003 |

| 33. Dept.-Field (Dept-Usfld-Frgn) | Code | 34. Position Title | 35. Position No. | 36. Serv. | 37. Occup. Series |
|---|---|---|---|---|---|
| X | | Assistant<br>Attache Pol Officer | | FSR | |

| 38. Grade & Step | 39. Salary Or Rate | 40. SD | 41. Date Of Grade Mo | Da | Yr | 42. PSI Due Mo | Da | Yr | 43. Appropriation Number |
|---|---|---|---|---|---|---|---|---|---|
| 7 | $ 6435 | | | | | | | | |

## SOURCE OF REQUEST

| A. Requested By (Name And Title) | C. Request Approved By (Signature And Title) |
|---|---|
| OPSER/CCD/OCL | B. Eggleston<br>Cover Officer |
| B. For Additional Information Call (Name & Telephone Ext.)<br>B. Eggleston x8104 | |

## CLEARANCES

| Clearance | Signature | Date | Clearance | Signature | Date |
|---|---|---|---|---|---|
| A. Career Board | | | D. Placement | | |
| B. Pos. Control | [illegible] | | E. | | |
| C. Classification | | | F. Approved By | | |

Remarks

Standard Remarks

Nofile

FORM 12-57 1152a (USE PREVIOUS EDIT SECRET (4)

SECRET

# REQUEST FOR PERSONNEL ACTION

| 1. Serial No. | 2. Name (Last-First-Middle) | 3. Date Of Birth (Mo. Da. Yr.) | 4. Vet. Pref. (None-0, 5 Pt-1, 10 Pt-2) Code | 5. Sex | 6. CS - EOD (Mo. Da. Yr.) |
|---|---|---|---|---|---|
| 559198 | KENT WILLIAM M | 05 09 29 | 1 | M 1 | 01 02 52 |

| 7. SCD (Mo. Da. Yr.) | 8. CSC Retmt. (Yes-1 No-2) Code | 9. CSC Or Other Legal Authority | 10. Apmt. Affidav. (Mo. Da. Yr.) | 11. FEGLI (Yes-1 No-2) Code | 12. LCD (Mo. Da. Yr.) | 13. Mil. Serv. Credit. LCD (Yes-1 No-2) Code |
|---|---|---|---|---|---|---|
| 07 03 50 | 1 | 50 USCA 403 J | | | 01 02 52 | 2 |

## PREVIOUS ASSIGNMENT

| 14. Organizational Designations | Code | 15. Location Of Official Station | Station Code |
|---|---|---|---|
| DDP WH<br>BRANCH I<br>CARACAS, VENEZUELA STATION | 4650 | CARACAS VENEZUELA | 77003 |

| 16. Dept. - Field (Dept - USfld - Frgn -) Code | 17. Position Title | 18. Position No. | 19. Serv. | 20. Occup. Series |
|---|---|---|---|---|
| 5 | ASST ATTA POL OFF<br>I.O. (FI) | 0537 | FSR<br>GS | 0136.51 |

| 21. Grade & Step | 22. Salary Or Rate | 23. SD | 24. Date Of Grade (Mo. Da. Yr.) | 25. PSI Due (Mo. Da. Yr.) | 26. Appropriation Number |
|---|---|---|---|---|---|
| 07<br>11 2 | $ 6435<br>7270 | DI | 07 01 56 | 06 28 59 | 9 3588 55 066 |

## ACTION

| 27. Nature Of Action | Code | 28. Eff. Date (Mo. Da. Yr.) | 29. Type Of Employee | Code | 30. Separation Data |
|---|---|---|---|---|---|
| PROMOTION | 30 | 5 17 59 | REGULAR | OM | |

## PRESENT ASSIGNMENT

| 31. Organizational Designations | Code | 32. Location Of Official Station | Station Code |
|---|---|---|---|
| | 4650 | | 77003 |

| 33. Dept. - Field (Dept - USfld - Frgn -) Code | 34. Position Title | 35. Position No. | 36. Serv. | 37. Occup. Series |
|---|---|---|---|---|
| 5 | Ops off | D-12 | GS | 0136.01 |

| 38. Grade & Step | 39. Salary Or Rate | 40. SD | 41. Date Of Grade (Mo. Da. Yr.) | 42. PSI Due (Mo. Da. Yr.) | 43. Appropriation Number |
|---|---|---|---|---|---|
| 12 1 | $ 8330 | | 5 17 59 | 11 13 60 | |

## SOURCE OF REQUEST

A. Requested By (Name And Title) P. C. Bowers WH/Personnel Officer [signature: P C Bowers]

B. For Additional Information Call (Name & Telephone Ext.) John Washinko X8242

C. Request Approved By (Signature And Title)

## CLEARANCES

| Clearance | Signature | Date | Clearance | Signature | Date |
|---|---|---|---|---|---|
| A. Career Board | Orville C Dragoo | 5/8/59 | D. Placement | | |
| B. Pos. Control | KW | 14 MAY 1959 | E. | | |
| C. Classification | | | F. Approved By | Robert E. Richards | 14 MAY 1959 |

Remarks

Recorded by CSPD MAY 5 '59

OFFICE OF PERSONNEL

MAY 11 1 51 PM '59

FORM NO. 1152
1 MAR 57

w/o file
JJB

(4)

SECRET

SECRET

# REQUEST FOR PERSONNEL ACTION

| 1. Serial No. | 2. Name (Last-First-Middle) | 3. Date Of Birth Mo. Da. Yr. | 4. Vet. Pref. (None-0, 5 Pt-1, 10 Pt-2) Code | 5. Sex | 6. CS - EOD Mo. Da. Yr. |
|---|---|---|---|---|---|
| | KENT, WILLIAM M. | 05 09 29 | 1 | M 1 | |

| 7. SCD Mo. Da. Yr. | 8. CSC Retmt. (Yes-1 No-2) Code | 9. CSC Or Other Legal Authority | 10. Apmt. Affidav. Mo. Da. Yr. | 11. FEGLI (Yes-1 No-2) Code | 12. LCD Mo. Da. Yr. | 13. Mil. Serv. Credit. LCD (Yes-1 No-2) Code |
|---|---|---|---|---|---|---|
| | 1 | | | | | |

## PREVIOUS ASSIGNMENT

| 14. Organizational Designations | Code | 15. Location Of Official Station | Station Code |
|---|---|---|---|
| DDP WH<br>BRANCH 4 | | WASH., D. C. | |

| 16. Dept. - Field (Dept - X, USfld -, Frgn -) Code | 17. Position Title | 18. Position No. | 19. Serv. | 20. Occup. Series |
|---|---|---|---|---|
| 1 | ASST ATTA POL OFF<br>OPS OFF | BA-625 | FSR<br>GS | 0136.01 |

| 21. Grade & Step | 22. Salary Or Rate | 23. SD | 24. Date Of Grade Mo. Da. Yr. | 25. PSI Due Mo. Da. Yr. | 26. Appropriation Number |
|---|---|---|---|---|---|
| 07<br>12 1 | $ 6600<br>8330 | D | 05 17 59 | 11 13 60 | 0135 1000 1000 |

## ACTION

| 27. Nature Of Action | Code | 28. Eff. Date Mo. Da. Yr. | 29. Type Of Employee | Code | 30. Separation Data |
|---|---|---|---|---|---|
| CONVERSION FROM FSR STATUS | 60 B | ~~COB~~ 4 ~~16~~ 17 60 | REGULAR | 01 | |

## PRESENT ASSIGNMENT

| 31. Organizational Designations | Code | 32. Location Of Official Station | Station Code |
|---|---|---|---|
| DDP WH<br>BRANCH 4 | 4617 | WASH., D. C. | |

| 33. Dept. - Field (Dept - X, USfld -, Frgn -) Code | 34. Position Title | 35. Position No. | 36. Serv. | 37. Occup. Series |
|---|---|---|---|---|
| 1 | OPS OFF | BA-625 | GS | 0136.01 |

| 38. Grade & Step | 39. Salary Or Rate | 40. SD | 41. Date Of Grade Mo. Da. Yr. | 42. PSI Due Mo. Da. Yr. | 43. Appropriation Number |
|---|---|---|---|---|---|
| 12 1 | $ 8330 | D | | | 0135 1000 1000 |

## SOURCE OF REQUEST

A. Requested By (Name And Title): P. C. BOWERS WH/PERSONNEL OFFICER — *PC Bowers*

B. For Additional Information Call (Name & Telephone Ext.): JOHN WASHINKO X 8242

C. Request Approved By (Signature And Title):

## CLEARANCES

| Clearance | Signature | Date | Clearance | Signature | Date |
|---|---|---|---|---|---|
| A. Career Board | O. C. Dawson | 4/18/60 | D. Placement | | |
| B. Pos. Control | WK | 4-20-60 | E. | | |
| C. Classification | | | F. Approved By | W. Kearney | 4-20-60 |

Remarks: Subject resigned from the Department of State effective 16 April 1960, COB.

Recorded by CSPD 4-19-60

FORM NO. 1152
1 MAR 57

SECRET

(4)

SECRET

# REQUEST FOR PERSONNEL ACTION

| 1. Serial No. | 2. Name (Last-First-Middle) | 3. Date Of Birth (Mo. Da. Yr.) | 4. Vet. Pref. (None-0, 5 Pt-1, 10 Pt-2) Code | 5. Sex | 6. CS - EOD (Mo. Da. Yr.) |
|---|---|---|---|---|---|
| 559198 | KENT WILLIAM M | 05 09 29 | 1 | M 1 | 01 02 52 |

| 7. SCD (Mo. Da. Yr.) | 8. CSC Retmt. (Yes-1 No-2) Code | 9. CSC Or Other Legal Authority | 10. Apmt. Affidav. (Mo. Da. Yr.) | 11. FEGLI (Yes-1 No-2) Code | 12. LCD (Mo. Da. Yr.) | 13. Mil. Serv. Credit. LCD (Yes-1 No-2) Code |
|---|---|---|---|---|---|---|
| 07 03 50 | 1 | 50 USCA 403 J | | | 01 02 52 | 2 |

5

## PREVIOUS ASSIGNMENT

| 14. Organizational Designations | Code | 15. Location Of Official Station | Station Code |
|---|---|---|---|
| DDP WH<br>BRANCH I<br>CARACAS, VENEZUELA STATION | 4650 | CARACAS VENEZUELA | 77003 |

| 16. Dept. - Field (Dept - USfld - Frgn -) Code | 17. Position Title | 18. Position No. | 19. Serv. | 20. Occup. Series |
|---|---|---|---|---|
| 5 | ASST ATTA POL OFF<br>OPS OFF | 0537 | FSR<br>GS | 0136.01 |

| 21. Grade & Step | 22. Salary Or Rate | 23. SD | 24. Date Of Grade (Mo. Da. Yr.) | 25. PSI Due (Mo. Da. Yr.) | 26. Appropriation Number |
|---|---|---|---|---|---|
| 07<br>12 1 | $ XXXX 6600<br>8330 | DI | 05 17 59 | 11 13 60 | 0135 5880 3000<br>[illegible] |

## ACTION

| 27. Nature Of Action | Code | 28. Eff. Date (Mo. Da. Yr.) | 29. Type Of Employee | Code | 30. Separation Data |
|---|---|---|---|---|---|
| REASSIGNMENT | 61 | 04 03 60 | REGULAR | OM | |

3

## PRESENT ASSIGNMENT

| 31. Organizational Designations | Code | 32. Location Of Official Station | Station Code |
|---|---|---|---|
| DDP WH<br>BRANCH 4 | 4617 | WASH., D. C. | |

| 33. Dept. - Field (Dept -x USfld - Frgn -) Code | 34. Position Title | 35. Position No. | 36. Serv. | 37. Occup. Series |
|---|---|---|---|---|
| 1 | ASST ATTA POL OFF<br>OPS OFF | D-13<br>XX-625 | FSR<br>GS | 0136.01 |

| 38. Grade & Step | 39. Salary Or Rate | 40. SD | 41. Date Of Grade (Mo. Da. Yr.) | 42. PSI Due (Mo. Da. Yr.) | 43. Appropriation Number |
|---|---|---|---|---|---|
| 07<br>12 1 | $ 6600<br>8330 | D | | | 0135 1000 1000 |

## SOURCE OF REQUEST

| A. Requested By (Name And Title) | C. Request Approved By (Signature And Title) |
|---|---|
| P. C. BOWERS WH/PERSONNEL OFFICER (signature: PC Bowers) | |
| B. For Additional Information Call (Name & Telephone Ext.)<br>JOHN WASHINKO X8242 | |

## CLEARANCES

| Clearance | Signature | Date | Clearance | Signature | Date |
|---|---|---|---|---|---|
| A. Career Board | O. O. Dawson | 4/11/60 | D. Placement | | |
| B. Pos. Control | Wa | 4-15-60 | E. | | |
| C. Classification | | | F. Approved By | W. Whit... | 4-15-60 |

Remarks

Staffing Complement Change.

2 copies to Security.

Received CSPD 4-14-60

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SECRET

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